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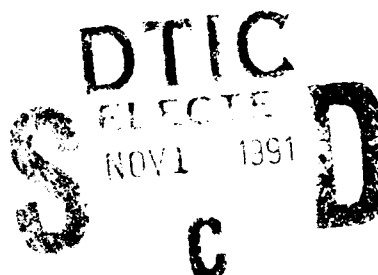


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## Officer Career Development: Cross-sectional Sample-- Fiscal Years 1986-1987



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**Officer Career Development: Cross-sectional Sample--Fiscal Years 1986-1987**

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Navy Personnel Research and Development Center  
San Diego, California 92152-6800

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13. ABSTRACT (Maximum 200 words) <p>An extensive research project was initiated in 1982 which investigated the career development and decision-making processes of three communities of naval officers. An officer career questionnaire was sent to a sub-sample (<math>N = 20,999</math>) of the larger population of aviation, surface warfare, and general unrestricted line officer (<math>N = 23,769</math>). These questionnaires were administered during 1982 and then readministered during 1986-1987.</p> <p>As a result of this study, two databases were constructed: (1) a cross-sectional database that includes data for all individuals who completed a survey in FY86-FY87 (<math>N = 12,319</math>), and (2) a longitudinal database that includes data for all individuals who completed a questionnaire in FY82 (<math>N = 9,109</math>) and in FY86-FY87 (<math>N = 5,633</math>). The present document outlines the column locations for each variable in the cross-sectional database.</p> <p>Those that wish to access the database to conduct additional analyses, link it to or combine it with other databases, enlarge the database for the conduct of trend analyses, etc., will find this data dictionary an essential aid.</p>				
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## FOREWORD

This effort was conducted within program element 0602233N (Mission Support Technology), project RM33M20 (Manpower and Personnel Technology), task RM33M20.01 (Career and Occupational Design). The purpose of the work unit was to develop explanatory models of unrestricted line (URL) officer career decisions that could be used to assess the impact of present and proposed URL career policy and practices upon those decisions and the officers' career activities.

This report was completed under the sponsorship of the Office of Chief of Naval Research (ONT-222). This report presents a blueprint of the 1986-1987 cross-sectional database of URL officer career decisions. The structure of the data dictionary was based on a similar effort conducted as part of the Officer Assignment Decisions Support System (ODASS) project, a 6.3 research effort funded by the United States Marine Corps. developed in PC/FOCUS, a microcomputer-based data base management system

This document serves as a dictionary for the data from 12,319 officers who responded to one of eight questionnaires administered in 1986-1987 as part of the Officer Personnel Distribution and Career Development project. The sample represents aviation, general unrestricted line, and surface warfare officers commissioned between 1961 and 1985. Each bit of data is described in detail, including its column location in the data file.

Those that wish to access the database to conduct additional analyses, link it to or combine it with other databases, enlarge the database for the conduct of trend analyses, etc., will find this data dictionary an essential aid.

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## INTRODUCTION

In 1981, an extensive research project was initiated to investigate the career development and decision-making processes of three communities of naval officers. This research was designed to provide information to policy makers and career managers so that the Navy could: (1) better manage the careers of its officers, (2) fill billets with skilled individuals at all grade levels, and (3) improve performance and increase retention (Wilcove & Wilson, 1991).<sup>1</sup>

Officer career questionnaires were sent to a sub-sample ( $N = 20,999$ ) of the larger population ( $N = 23,769$ ). These officers represented three major unrestricted line (URL) officer communities; surface warfare (SWO), air warfare (AWO), and general unrestricted line (GenURL). Data were collected at two points in time, 1981-1982 (Time1 (T1)) and 1986-1987 (Time2 (T2)). Approximately 4,200 officers that responded were in the same URL community at T2 as at T1. Over 1,400 individuals had either changed designators, resigned, or retired by the T2 administration. The T1 sample represented officers who had from 1 to 20 years of commissioned service and held grades ranging from ensign to commander. The T2 sample represented officers who had from 1 to 24 years of commissioned service and held grades from ensign to captain.

At T1, community questionnaires were distributed to the three URL communities discussed previously. At T2, the T1 respondents were sent either a community questionnaire if they had remained in their original URL community or, for those who were no longer in their original community, one of the following questionnaires:

1. The Designator Change Questionnaire was sent to individuals who had changed designator (for example, switched from the SWO community to a restricted line community such as engineering duty officer).
2. The Retirement Questionnaire was sent to individuals who had retired from the Navy since completion of the T1 questionnaire.
3. The Warfare Officer Resignation Questionnaire was sent to SWOs and AWOs who had resigned from the Navy and were currently in the Reserve Corps.
4. The General URL Resignation Questionnaire was sent to GenURL officers who had resigned from the Navy.

Two additional groups also received questionnaires at T2. Those officers in the above URL communities who had been commissioned between 1981 and 1985 received a community questionnaire, and an Aviation Transition Questionnaire was distributed to AWOs who were not included in the previous samples. The latter individuals were facing or had just completed a career transition, such as promotion to lieutenant commander.

As a result of this study, two databases were constructed: (1) a cross-sectional database that includes data for all individuals who completed a survey at T2 ( $N = 12,319$ ), and (2) a longitudinal

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<sup>1</sup>Wilcove, G. L., & Wilson, W. C. (1991). *Officer career development: Measures and samples in the 1981-1989 research programs* (NPRDC-TN-91-8). San Diego: Navy Personnel Research and Development Center.

database that includes data for all individuals who completed a questionnaire at T1 ( $N = 9,109$ ) and at T2 ( $N = 5,633$ ). The present document outlines the column locations for each variable in the cross-sectional database. Note, the data from the 5,633 T2 respondents contained on the longitudinal database are also contained on the cross-sectional database.

The cross-sectional database contains data from officers who responded to one of the eight T2 questionnaires. A representation of the cross-sectional database is shown in Figure 1. These questionnaires are listed in the left-hand column inside the box. The values listed in the left-hand column outside the box are the numbers for each individual that responded to a questionnaire. For example, individuals who took the Surface Warfare Officer Career Questionnaire are found in rows 4,041 through 7,099 in the database, meaning that 3,059 SWOs completed that questionnaire. The values provided along the top of the box in the figure represent the columns in which the variables are stored in the database. Survey data are contained in columns 1 through 1,709.

<u>Survey Data</u>		<u>OMF/Attrition</u> <u>Data</u>	
1		1709 1710	2317
	A (Aviation Officer Career Questionnaire)		(OMF)
4040 4041			
	B (Surface Officer Career Questionnaire)		(OMF)
7099 7100			
	C (General URL Officer Career Questionnaire)		(OMF)
8306 8307			
	D (Warfare Officer Resignation Questionnaire)		(Attrition)
9582 9583			
	E (General URL Resignation Questionnaire)		(Attrition)
9702 9703			
	F (Aviation Officer Transition Questionnaire)		(OMF)
11158 11159			
	G (Designator Change Questionnaire)		(OMF)
11582 11583			
	H (Retirement Questionnaire)		(Attrition)
12319			

Figure 1. FY86-FY87 cross-sectional database.

The database also contains T2 data on selected variables from the Officer Master File (OMF) (a computerized personnel record of current Navy officers) and the Officer Attrition File (Attrition) (a computerized personnel file of all attrited officers). OMF data are provided for T2 respondents who were in the Navy when completing the questionnaire. T2 attrition data are provided for respondents who had already retired or resigned from the Navy when completing the questionnaire. OMF/Attrition data are contained in columns 1,710 through 2,317 of the database. The survey and OMF/Attrition data are described in detail throughout the following appendices. Note, all data elements included in the database are of a fixed format.

Those that wish to access the database to conduct additional analyses, link it to or combine it with other databases, enlarge the database for the conduct of trend analyses, etc., will find this data dictionary an essential aid.

More detailed information regarding the method, sampling strategies, and procedures involved in this study can be found in Wilcove and Wilson (1991) (see footnote 1).

## PRIOR PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT PUBLICATIONS

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**APPENDIX A**  
**IDENTIFICATION**



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: QUEST2

SECTION: Identification

SECTION ITEM NO.: 001

DEFINITION:

A one letter code indicating which questionnaire officer took in 1986/1987.

ITEM(S):

A=Aviation Officer Career Questionnaire (AWO)  
B=Surface Warfare Officer Career Questionnaire (SWO)  
C=General URL Officer Career Questionnaire (GURL)  
D=Warfare Officer Resignation Questionnaire (WOR)  
E=General URL Officer Resignation Questionnaire (GOR)  
F=Aviation Careers In Transition (TRAN)  
G=Designator Change Questionnaire (DESIG)  
H=Retirement From Navy Life (RET)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Quest2	-	-	-	0001

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **TIME2**

SECTION: Identification

SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating that officer has taken a 1986/1987 questionnaire.

ITEM(S):

Every officer who has taken a 1986 (Time2) questionnaire has a value of "2" on this variable.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Time2	-	-	-	0002

NOTES:

**APPENDIX B**  
**BACKGROUND**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SOCIAL SECURITY NUMBER**

SECTION: Background

SECTION ITEM NO.: 001

DEFINITION:

A nine-digit code assigned to an individual by the Social Security Administration.

ITEM(S):

Social Security Number: \_\_\_\_-\_\_\_\_-\_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
SSN	A1	A1	A1	A1	A1	A1	A1	A1	0011-0019

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CURRENT DESIGNATOR**

SECTION: Background

SECTION ITEM NO.: 002

DEFINITION:

A four-digit numeric code used to categorize officers for accounting purposes and statistical purposes.

ITEM(S):

Current Designator: \_ \_ \_ \_

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Current Desig.	A2	A2	A2	A2	A2B	A3	-	A2	0020-0023

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PREVIOUS DESIGNATOR**

SECTION: Background

SECTION ITEM NO.: 003

DEFINITION:

A four-digit numeric code used to categorize officers for accounting purposes and statistical purposes.

ITEM(S):

Previous Designator: \_ \_ \_ \_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Previous Desig.	-	-	-	A6	-	-	-	-	0024-0027

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DATE OF CHANGE TO CURRENT DESIGNATOR**

SECTION: Background

SECTION ITEM NO.: 004

DEFINITION:

A four-digit date (MMYY) indicating the month and year of designator change.

ITEM(S):

I changed to my current designator: \_\_\_\_/\_\_\_\_.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Desig. Change	-	-	-	A7	-	-	-	-	0028-0031

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GRADE**

SECTION: Background

SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating an officer's rank in the Navy.

ITEM(S):

Grade:

1. ENS
2. LTJG
3. LT
4. LCDR
5. CDR
6. CAPT
7. RADM-Lower Half
8. RADM-Upper Half
9. VADM

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Grade	A3	A3	A3	A3	A2	A2	A3	A3	0032

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SEX**

SECTION: Background

SECTION ITEM NO.: 006

DEFINITION:

A one-position code used to identify an officer as male or female.

ITEM(S):

Sex:

1. Male
2. Female

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Sex	A4	A4	A4	A4	-	-	A2	A4	0033

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FAMILY STATUS**

SECTION: Background

SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating an officer's marital and family status.

ITEM(S):

Family Status:

1. Single
2. Single parent
3. Married without children
4. Married with children
5. Separated/Divorced
6. Other
7. Married
8. Widowed
9. Separated
0. Divorced

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Family Status	A5	A5	A5	A5	A4	A5	A4	A5	0034

NOTES:

The original response scales differed in:

WOR & GOR: 1=Married 2=Widowed 3=Separated 4=Divorced 5=Never Married

RET: 1=Married 2=Single or Widowed 3=Separated or Divorced

DESIG: 1=Single 2=Married no children 3=Married with children  
4=Divorced with children 5=Other

However the scales recoded have been recoded to match the codes on the previous page.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NUMBER OF CHILDREN**

SECTION: Background

SECTION ITEM NO.: 008

DEFINITION:

A one-digit code indicating the number of children an officer has.

ITEM(S):

Number of children:

1. 0
2. 1
3. 2
4. 3
5. 4
6. 5 or more

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
No. of kids	-	-	-	-	A5	A6	A6B	-	1638-1639

NOTES:

Response scale differs in:

RET: How many \_\_\_\_\_? This is number of children residing in the home at least part of the time.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CHILDREN AT HOME

SECTION: Background

SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating whether there are children residing in the home at least part of the time.

ITEM(S):

Do you have any children that live at home with you at least part of the time?

RESPONSE SCALE:

1. Yes
2. No

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Kids at home	-	-	-	-	-	-	A6A	-	0036

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: AGES OF CHILDREN

SECTION: Background

SECTION ITEM NO.: 010

DEFINITION:

A maximum of six, two-digit responses indicating the ages of an officer's children.

ITEM(S):

What are their ages \_\_\_\_\_?

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Age 1	-	-	-	-	-	-	A6C	-	0037-0038
Age 2	-	-	-	-	-	-	A6C	-	0039-0040
Age 3	-	-	-	-	-	-	A6C	-	0041-0042
Age 4	-	-	-	-	-	-	A6C	-	0043-0044
Age 5	-	-	-	-	-	-	A6C	-	0045-0046
Age 6	-	-	-	-	-	-	A6C	-	0047-0048

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DATE/QUESTIONNAIRE COMPLETED

SECTION: Background

SECTION ITEM NO.: 011

DEFINITION:

A one-digit code indicating month and year of questionnaire completion.

ITEM(S):

Date/questionnaire completed:

1. May 1986
2. June 1986
3. July 1986
4. Aug 1986
5. Sept 1986
6. Oct 1986

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Date Complete	A6	A6	A6	A8	-	-	-	A6	0049

NOTES:

Response scale differs in:

TRAN: 1=Aug '86 2=Sept '86 3=Oct '86 4=Nov '86 5=Dec '86

DESIG: 1=Mar '87 2=Apr '87 3=May '87 4=June '87 5=July '87 6=Aug '87

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATOR TYPE**

SECTION: Background

SECTION ITEM NO.: 012

DEFINITION: .

A one-digit code used to identify an officer as a pilot or an NFO.

ITEM(S):

Aviator type:

1. Pilot
2. NFO

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Aviator type	A2A	-	-	-	-	-	-	A2A	0050

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **YEAR AWARDED WARFARE DEVICE**

SECTION: Background

SECTION ITEM NO.: 013

DEFINITION:

A two-digit code indicating year in which an officer was awarded warfare device.

ITEM(S):

Year Awarded Warfare Device:

1. 86
2. 84-85
3. 82-83
4. 80-81
5. 78-79
6. 76-77
7. 74-75
8. 72-73
9. Before 1972
10. N/A

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Warfare Device	A7	A7	-	A9	-	-	-	A7	0051-0052

NOTES:

Question differs in:

TRAN & AWO: Question is phrased, "Year awarded wings".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION WARFARE SPECIALTY**

SECTION: Background

SECTION ITEM NO.: 014

DEFINITION:

A two-digit code indicating respondent's aviation warfare specialty community.

ITEM(S):

Which of the following best describes your warfare specialty community.

1. VAL
2. VAM
3. VAW
4. VAQ
5. VC
6. VF
7. VP
8. VQ
9. VS
10. HC
11. HM
12. HS
13. HSL
14. Other Support (e.g. VRC)
15. Other

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Aviation Spec.	A8	-	-	-	FA1	-	-	A8	0053-0054

NOTES:

Question is in WOR, but for AWOs only.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **LENGTH OF TIME IN WARFARE COMMUNITY**

SECTION: Background

SECTION ITEM NO.: 015

DEFINITION:

A one-digit code indicating officers' length of time in warfare specialty community.

ITEM(S):

How long have you been a member of the above warfare specialty community?

1. 1-2 years
2. 3-5 years
3. 6-9 years
4. 10-14 years
5. 15 or more years

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Length in comm. A9	-	-	-	-	-	-	-	A9	0055

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **MEMBERSHIP IN OTHER COMMUNITIES**

SECTION: Background

SECTION ITEM NO.: 016

DEFINITION:

A one-digit code indicating other communities in which officer has been a member.

ITEM(S):

How many other communities have you been a member of?

1. None
2. 1
3. 2
4. 3
5. 4 or more

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Other Commun.	A10	-	-	-	-	-	-	A10	0056

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SWO QUALIFICATIONS**

SECTION: Background

SECTION ITEM NO.: 017

DEFINITION:

A one-digit code indicating additional Surface Warfare qualifications obtained by an officer.

ITEM(S):

Which of the below Surface Warfare qualifications have you obtained?

1. None
2. OOD (U)
3. One goal, not OOD (U)
4. Several but not SWO qualified
5. Am SWO qualified

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
SWO Qual.	A11	-	-	-	-	-	-	A11	0057

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FLYING HOURS**

SECTION: Background

SECTION ITEM NO.: 018

DEFINITION:

A one-digit code indicating an officer's approximate flying hours.

ITEM(S):

Approximately how many hours a week do you fly?

1. Duty involves no flying
2. Less than 5 hours
3. 5-10 hours
4. 11-15 hours
5. 16-20 hours
6. More than 20 hours

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Flying hrs.	A12	-	-	-	FA4	-	-	A12	0058

NOTES:

Question in WOR, but for AWOs only.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **OBTAINED QUALIFICATIONS**

SECTION: Background

SECTION ITEM NO.: 019

DEFINITION:

A one-digit code indicating whether an officer has obtained additional qualifications.

ITEM(S):

Please indicate whether or not you have obtained each of the following qualifications

1. Division Officer
2. Department Head
3. OOD
4. EOOW
5. Weapons Control
6. Evaluator/TAO
7. XO Afloat (LCDR and above)
8. Qual-Surface Ship Command
9. Surface Nuclear Power
10. Other

RESPONSE SCALE:

1. Yes
2. No

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Div. Officer	-	A8A	-	-	-	-	-	-	0059
2.Dept. Head	-	A8B	-	-	-	-	-	-	0060
3.OOD	-	A8C	-	-	-	-	-	-	0061
4.EOWW	-	A8D	-	-	-	-	-	-	0062
5.Weapons Cont.	-	A8E	-	-	-	-	-	-	0063
6.Eval./TAO	-	A8F	-	-	-	-	-	-	0064
7.XO Afloat	-	A8G	-	-	-	-	-	-	0065
8.Qual-Surf.	-	A8H	-	-	-	-	-	-	0066
9.Surf. Nuclear	-	A8I	-	-	-	-	-	-	0067
10.Other	-	A8J	-	-	-	-	-	-	0068

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ENTRANCE TO NAVY VIA NUPOC**

SECTION: Background

SECTION ITEM NO.: 020

DEFINITION:

A one-digit code indicating whether officer entered Navy via the NUPOC program.

ITEM(S):

Did you enter the Navy via the NUPOC program?

1. No
2. Yes-Instructor
3. Yes-Naval Reactors Engineer

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
NUPOC Program	-	-	A7	-	-	-	-	-	0069

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: YEARS AS AN ACTIVE DUTY OFFICER

SECTION: Background

SECTION ITEM NO.: 021

DEFINITION:

A two-digit code indicating years as an active duty officer.

ITEM(S):

How many years were you an active duty officer?

1. Less than 5
2. 5
3. 6
4. 7
5. 8
6. 9
7. 10
8. 11-12
9. 13-14
10. More than 14

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Yrs. Active	-	-	-	-	A3	A4	-	-	0070-0071

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EMPLOYMENT STATUS**

SECTION: Background

SECTION ITEM NO.: 022

DEFINITION:

A one-digit code indicating an officer's employment status.

ITEM(S):

Are you currently:

1. Working full-time
2. Working part-time
3. Retired
4. Looking for full-time work
5. Looking for part-time work

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Employment Stat.-	-	-	-	-	-	-	B1	-	0072

NOTES:

**APPENDIX C**  
**INFORMATION USE**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFORMATION USE**

SECTION: Information Use

SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating officers' use of various information sources in career planning.

ITEM(S):

In reference to present assignment, evaluate the following sources of information according to use.

1. CO/ISIC
2. XO
3. Department Head
4. Other senior officers in my community
5. Senior officers outside my community
6. Peers
7. Detailers
8. "Perspective"
9. "URL Officer Career Planning Handbook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public media
14. Publications put out only for my community
15. Other senior officers in my previous designator
16. Peers in my previous designator
17. Senior officers from my current designator
18. Peers from current designator
19. OPNAV instructions regarding changing designator

RESPONSE SCALE:

1. Very Low
- 2.
- 3.
4. Moderate
- 5.
- 6.
7. Very High
0. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.CO/ISIC	B1A1	B1A1	B1A1	B1A1	-	-	-	-	0073
2.XO	B1B1	B1B1	B1B1	B1B1	-	-	-	-	0074
3.Dept. Head	B1C1	B1C1	B1C1	B1C1	-	-	-	-	0075
4.Other Seniors	B1D1	B1D1	B1D1	-	-	-	-	-	0076
5.Senior Offic.	B1E1	B1E1	B1E1	-	-	-	-	-	0077
6.Peers	B1F1	B1F1	B1F1	-	-	-	-	-	0078
7.Detailers	B1G1	B1G1	B1G1	B1H1	-	-	-	-	0079
8.Perspective	B1H1	B1H1	B1H1	B1I1	-	-	-	-	0080
9.URL Officer	B1I1	B1I1	B1I1	B1N1	-	-	-	-	0081
10.Addendum	B1J1	B1J1	B1J1	B1P1	-	-	-	-	0082
11.Billet Summ.	B1K1	B1K1	B1K1	B1M1	-	-	-	-	0083
12.Navy Times	B1L1	B1L1	B1L1	B1J1	-	-	-	-	0084
13.Public Med.	B1M1	B1M1	B1M1	B1K1	-	-	-	-	0085
14.Publications	B1N1	B1N1	-	B1L1	-	-	-	-	0086
15.Prev. Desig.	-	-	-	B1D1	-	-	-	-	0087
16.Peers/Prev.	-	-	-	B1E1	-	-	-	-	0088
17.Curr. Desig.	-	-	-	B1F1	-	-	-	-	0089
18.Peers/Curr.	-	-	-	B1G1	-	-	-	-	0090
19.OPNAV Instr.	-	-	-	B1O1	-	-	-	-	0091

NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFORMATION ACCURACY**

SECTION: Information Use

SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating the accuracy of various information sources.

ITEM(S):

In reference to present assignment, evaluate the following sources of information in terms of accuracy.

1. CO/ISIC
2. XO
3. Department Head
4. Other senior officers in my community
5. Senior officers outside my community
6. Peers
7. Detailers
8. "Perspective"
9. "URL Officer Career Planning Handbook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public Media
14. Publications put out only for my community
15. Other senior officers in my previous designator
16. Peers in my previous designator
17. Senior officers from my current designator
18. Peers from current designator
19. OPNAV instructions regarding changing designator

RESPONSE SCALE:

1. Very Low
- 2.
- 3.
4. Moderate
- 5.
- 6.
7. Very High
0. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.CO/ISIC	B1A2	B1A2	B1A2	B1A3	-	-	-	-	0092
2.XO	B1B2	B1B2	B1B2	B1B3	-	-	-	-	0093
3.Dept. Head	B1C2	B1C2	B1C2	B1C3	-	-	-	-	0094
4.Other Seniors	B1D2	B1D2	B1D2	-	-	-	-	-	0095
5.Senior Offic.	B1E2	B1E2	B1E2	-	-	-	-	-	0096
6.Peers	B1F2	B1F2	B1F2	-	-	-	-	-	0097
7.Detailers	B1G2	B1G2	B1G2	B1H3	-	-	-	-	0098
8.Perspective	B1H2	B1H2	B1H2	B1I3	-	-	-	-	0099
9.URL Officer	B1I2	B1I2	B1I2	B1N3	-	-	-	-	0100
10.Addendum	B1J2	B1J2	B1J2	B1P3	-	-	-	-	0101
11.Billet Summ.	B1K2	B1K2	B1K2	B1M3	-	-	-	-	0102
12.Navy Times	B1L2	B1L2	B1L2	B1J3	-	-	-	-	0103
13.Pub. Media	B1M2	B1M2	B1M2	B1K3	-	-	-	-	0104
14.Publications	B1N2	B1N2	-	B1L3	-	-	-	-	0105
15.Prev./Desig.	-	-	-	B1D3	-	-	-	-	0106
16.Peers/Prev.	-	-	-	B1E3	-	-	-	-	0107
17.Curr./Desig.	-	-	-	B1F3	-	-	-	-	0108
18.Peers/Curr.	-	-	-	B1G3	-	-	-	-	0109
19.OPNAV Instr.	-	-	-	B1O3	-	-	-	-	0110

NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFORMATION HONESTY**

SECTION: Information Use

SECTION ITEM NO.: 003

DEFINITION: .

A series of one-digit codes evaluating the honesty of various information sources.

ITEM(S) :

In reference to present assignment, evaluate the following sources of information in terms of honesty.

1. CO/ISIC
2. XO
3. Department Head
4. Other senior officers in my community
5. Senior officers outside my community
6. Peers
7. Detailers
8. "Perspective"
9. "URL Officer Career Planning Handbook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public media
14. Publications put out only for my community
15. Other senior officers in my previous designator
16. Peers in my previous designator
17. Senior officers from my current designator
18. Peers from current designator
19. OPNAV instructions regarding changing designator

RESPONSE SCALE:

1. Very Low
- 2.
- 3.
4. Moderate
- 5.
- 6.
7. Very High
0. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.CO/ISIC	B1A3	B1A3	B1A3	B1A5	-	-	-	-	0111
2.XO	B1B3	B1B3	B1B3	B1B5	-	-	-	-	0112
3.Dept. Head	B1C3	B1C3	B1C3	B1C5	-	-	-	-	0113
4.Other Seniors	B1D3	B1D3	B1D3	-	-	-	-	-	0114
5.Senior Offic.	B1E3	B1E3	B1E3	-	-	-	-	-	0115
6.Peers	B1F3	B1F3	B1F3	-	-	-	-	-	0116
7.Detailers	B1G3	B1G3	B1G3	B1H5	-	-	-	-	0117
8.Perspective	B1H3	B1H3	B1H3	B1I5	-	-	-	-	0118
9.URL Officer	B1I3	B1I3	B1I3	B1N5	-	-	-	-	0119
10.Addendum	B1J3	B1J3	B1J3	B1P5	-	-	-	-	0120
11.Billet Summ.	B1K3	B1K3	B1K3	B1M5	-	-	-	-	0121
12.Navy Times	B1L3	B1L3	B1L3	B1J5	-	-	-	-	0122
13.Pub. Media	B1M3	B1M3	B1M3	B1K5	-	-	-	-	0123
14.Publications	B1N3	B1N3	-	B1L5	-	-	-	-	0124
15.Prev./Desig.	-	-	-	B1D5	-	-	-	-	0125
16.Peers/Prev.	-	-	-	B1E5	-	-	-	-	0126
17.Curr./Desig.	-	-	-	B1F5	-	-	-	-	0127
18.Peers/Curr.	-	-	-	B1G5	-	-	-	-	0128
19.OPNAV Instr.	-	-	-	B1O5	-	-	-	-	0129

NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFORMATION AVAILABILITY**

SECTION: Information Use

SECTION ITEM NO.: 004

DEFINITION:

A series of one-digit responses evaluating the availability of career planning information.

ITEM(S):

In reference to your present assignment, evaluate the following sources of information in terms of availability.

1. CO/ISIC
2. XO
3. Department Head
4. Other senior officers in my community
5. Senior officers outside my community
6. Peers
7. Detailers
8. "Perspective"
9. "URL Officer Career Planning Handbook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public Media
14. Publications put out only for my community
15. Other senior officers in my previous designator
16. Peers in my previous designator
17. Senior officers from my current designator
18. Peers from current designator
19. OPNAV instructions regarding changing designator

RESPONSE SCALE:

1. Very Low
- 2.
- 3.
4. Moderate
- 5.
- 6.
7. Very High
0. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.CO/ISIC	B1A4	B1A4	B1A4	B1A4	-	-	-	-	0130
2.XO	B1B4	B1B4	B1B4	B1B4	-	-	-	-	0131
3.Dept. Head	B1C4	B1C4	B1C4	B1C4	-	-	-	-	0132
4.Other Seniors	B1D4	B1D4	B1D4	-	-	-	-	-	0133
5.Senior Offic.	B1E4	B1E4	B1E4	-	-	-	-	-	0134
6.Peers	B1F4	B1F4	B1F4	-	-	-	-	-	0135
7.Detailers	B1G4	B1G4	B1G4	B1H4	-	-	-	-	0136
8.Perspective	B1H4	B1H4	B1H4	B1I4	-	-	-	-	0137
9.URL Officer	B1I4	B1I4	B1I4	B1N4	-	-	-	-	0138
10.Addendum	B1J4	B1J4	B1J4	B1P4	-	-	-	-	0139
11.Billet Summ.	B1K4	B1K4	B1K4	B1M4	-	-	-	-	0140
12.Navy Times	B1L4	B1L4	B1L4	B1J4	-	-	-	-	0141
13.Pub. Media	B1M4	B1M4	B1M4	B1K4	-	-	-	-	0142
14.Publications	B1N4	B1N4	-	B1L4	-	-	-	-	0143
15.Prev./Desig.	-	-	-	B1D4	-	-	-	-	0144
16.Peers/Prev.	-	-	-	B1E4	-	-	-	-	0145
17.Curr./Desig.	-	-	-	B1F4	-	-	-	-	0146
18.Peers/Curr.	-	-	-	B1G4	-	-	-	-	0147
19.OPNAV Instr.	-	-	-	B1O4	-	-	-	-	0148

NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFORMATION INFLUENCE**

SECTION: Information Use

SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses evaluating the influence of various information sources on career planning.

ITEM(S):

In reference to present assignment, evaluate the following sources of information in terms of influence.

1. CO/ISIC
2. XO
3. Department Head
4. Other senior officers in my community
5. Senior officers outside my community
6. Peers
7. Detailers
8. "Perspective"
9. "URL Officer Career Planning Handbook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public Media
14. Publications put out only for my community
15. Other senior officers in my previous designator
16. Peers in my previous designator
17. Senior officers from my current designator
18. Peers from current designator
19. OPNAV instructions regarding changing designator

RESPONSE SCALE:

1. Very Low
- 2.
- 3.
4. Moderate
- 5.
- 6.
7. Very High
0. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.CO/ISIC	B1A5	B1A5	B1A5	B1A2	-	-	-	-	0149
2.XO	B1B5	B1B5	B1B5	B1B2	-	-	-	-	0150
3.Dept. Head	B1C5	B1C5	B1C5	B1C2	-	-	-	-	0151
4.Other Seniors	B1D5	B1D5	B1D5	-	-	-	-	-	0152
5.Senior Offic.	B1E5	B1E5	B1E5	-	-	-	-	-	0153
6.Peers	B1F5	B1F5	B1F5	-	-	-	-	-	0154
7.Detailers	B1G5	B1G5	B1G5	B1H2	-	-	-	-	0155
8.Perspective	B1H5	B1H5	B1H5	B1I2	-	-	-	-	0156
9.URL Officer	B1I5	B1I5	B1I5	B1N2	-	-	-	-	0157
10.Addendum	B1J5	B1J5	B1J5	B1P2	-	-	-	-	0158
11.Billet Summ.	B1K5	B1K5	B1K5	B1M2	-	-	-	-	0159
12.Navy Times	B1L5	B1L5	B1L5	B1J2	-	-	-	-	0160
13.Pub. Media	B1M5	B1M5	B1M5	B1K2	-	-	-	-	0161
14.Publications	B1N5	B1N5	-	B1L2	-	-	-	-	0162
15.Prev./Desig.	-	-	-	B1D2	-	-	-	-	0163
16.Peers/Prev.	-	-	-	B1E2	-	-	-	-	0164
17.Curr./Desig.	-	-	-	B1F2	-	-	-	-	0165
18.Peers/Curr.	-	-	-	B1G2	-	-	-	-	0166
19.OPNAV Instr.	-	-	-	B1O2	-	-	-	-	0167

NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **RESOURCES USED TO PLAN CIVILIAN CAREER**

SECTION: Information Use

SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses indicating to what extent a variety of resources were used in planning a civilian career.

ITEM(S):

To what extent have you used the following resources to plan or develop your civilian career?

1. Interest/aptitude tests
2. Books and publications on civilian career
3. Interviews/conversations with people in a particular field to learn more about field
4. Help from professional contacts, fellow workers, friends, and/or family to learn about job openings
5. Want ads
6. Placement agencies
7. Resumes
8. Professional meetings
9. Job interviews

RESPONSE SCALE:

1. Great Extent
- 2.
- 3.
4. Moderate Extent
- 5.
- 6.
7. Little or No Extent

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Interest test	-	-	-	-	-	-	D2A	-	0168
2. Books	-	-	-	-	-	-	D2B	-	0169
3. Interviews	-	-	-	-	-	-	D2C	-	0170
4. Professionals	-	-	-	-	-	-	D2D	-	0171
5. Want ads	-	-	-	-	-	-	D2E	-	0172
6. Agencies	-	-	-	-	-	-	D2F	-	0173
7. Resumes	-	-	-	-	-	-	D2G	-	0174
8. Meetings	-	-	-	-	-	-	D2H	-	0175
9. Job interview	-	-	-	-	-	-	D2I	-	0176

NOTES:

**APPENDIX D**  
**PRESENT ASSIGNMENT**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PRESENT TOUR - SEA OR SHORE**

SECTION: Present Assignment

SECTION ITEM NO.: 001

DEFINITION:

A one digit code indicating location of an officer's present tour.

ITEM(S):

My present tour is:

1. Sea
2. Shore

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN: LOCATION
Pres. Tour	C1	C1	-	-	-	-	-	-	0177

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DETACH FROM LAST ASSIGNMENT**

SECTION: Present Assignment

SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating when an officer detached from his/her last assignment.

ITEM(S):

When did you detach from your last assignment?

1. Less than 1 month ago.
2. 1 month, but less than 3 months ago.
3. 3 months, but less than 6 months ago.
4. 6 months, but less than 9 months ago.
5. 9 months, but less than 1 years ago.
6. 1 year or more ago.
7. No reassignment.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Detach assignm.	C2	C2	C2	-	-	-	-	-	0178

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PRD - PROJECTED ROTATION DATE**

SECTION: Present Assignment                      SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating an officer's PRD.

ITEM(S):

My PRD is:

1. Less than 1 month from now.
2. 1 month, but less than 3 months from now.
3. 3 months, but less than 6 months from now.
4. 6 months, but less than 9 months from now.
5. 9 months, but less than 1 year from now.
6. 1 year or more from now.
7. Don't know.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
PRD	C3	C3	C3	D3	-	-	-	-	0179

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **LENGTH OF TIME IN PRESENT ASSIGNMENT**

SECTION: Present Assignment

SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating the length of time in present assignment.

ITEM(S):

How long have you been in your present assignment?

1. Less than 1 month ago
2. 1 month, but less than 3 months ago
3. 3 months, but less than 6 months ago
4. 6 months, but less than 9 months ago
5. 9 months, but less than 1 year ago
6. 1 year or more ago

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Length assignm.	-	-	-	D1	-	-	-	-	0180

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AWARE OF OFFICER REPORTING FOR DUTY**

SECTION: Present Assignment

SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating whether command was aware that an officer was reporting for duty.

ITEM(S):

How aware was your command that you would be reporting for duty?

1. Not at all
2. Partially
3. Fully

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Awareness	-	-	C1	-	-	-	-	-	0181

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EVALUATION OF JOB AND RELATED DUTIES**

SECTION: Present Assignment

SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses evaluating aspects of present job and related duties.

ITEM(S):

What is your evaluation of the following aspects of your present job and related duties?

1. Challenge
2. Separation from family/friends
3. Use of skills and abilities
4. Working environment
5. Hours of work required
6. Work pressure
7. Interesting duties
8. Ability to plan and schedule activities
9. Adventure
10. Sense of accomplishment
11. Opportunity to grow professionally
12. Doing something important

RESPONSE SCALE:

1. Very Negative
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Challenge	C4A	C4A	C4A	D2A	-	-	-	-	0182
2. Separation	C4B	C4B	C4B	D2B	-	-	-	-	0183
3. Use skills	C4C	C4C	C4C	D2C	-	-	-	-	0184
4. Environment	C4D	C4D	C4D	D2D	-	-	-	-	0185
5. Hrs of work	C4E	C4E	C4E	D2E	-	-	-	-	0186
6. Pressure	C4F	C4F	C4F	D2F	-	-	-	-	0187
7. Duties	C4G	C4G	C4G	D2G	-	-	-	-	0188
8. Planning	C4H	C4H	C4H	D2H	-	-	-	-	0189
9. Adventure	C4I	C4I	C4I	D2I	-	-	-	-	0190
10. Accomplish.	C4J	C4J	C4J	D2J	-	-	-	-	0191
11. Oppor. grow	C4K	C4K	C4K	D2K	-	-	-	-	0192
12. Importance	C4L	C4L	C4L	D2L	-	-	-	-	0193

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EVALUATION OF TOUR**

SECTION: Present Assignment

SECTION ITEM NO.: 007

DEFINITION:

A series of one-digit responses evaluating aspects of tour.

ITEM(S):

Overall, how do you evaluate this tour in terms of

- |                               |                         |
|-------------------------------|-------------------------|
| 1. Command                    | * Each questionnaire    |
| Squadron/Command              | * contained only one of |
| Ship/Command                  | * these items           |
| 2. Type duties                |                         |
| 3. Superiors                  |                         |
| 4. Immediate subordinates     |                         |
| 5. Peers                      | * Each questionnaire    |
| Wardroom/peers                | * contained only one of |
| Ready room/peers              | * these items           |
| 6. Relationship with CO       |                         |
| 7. Wardroom at sea (the SWOs) |                         |

RESPONSE SCALE:

1. Highly Unfavorable
2. Unfavorable
3. Neutral
4. Favorable
5. Highly Favorable
6. Not Applicable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Command	C5A	C5A	C5A	D4A	-	-	-	-	0194
2.Duties	C5B	C5B	C5B	D4B	-	-	-	-	0195
3.Superiors	C5C	C5D	C5D	D4D	-	-	-	-	0196
4.Subordinates	C5D	C5E	C5E	D4E	-	-	-	-	0197
5.Peers	C5F	C5F	C5C	D4F	-	-	-	-	0198
6.CO	-	C5C	-	D4C	-	-	-	-	0199
7.Ward. at sea	C5E	-	-	-	-	-	-	-	0200

NOTES:

Response scale differs in:

DESIG: 1=Highly Unfavorable 2 3 4=Neutral 5 6 7=Highly  
Unfavorable 8=N/A

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **REACTIONS TO LAST NAVY ASSIGNMENT**

SECTION: Present Assignment

SECTION ITEM NO.: 008

DEFINITION:

A series of one-digit responses indicating reactions to last Navy assignment.

ITEM(S):

What are your reactions to your last Navy assignment?

1. Job Characteristics (variety, importance, pressure, interpersonal relationships, clarity of demands, feedback on performance, autonomy, etc.)
2. Supervisor Characteristics (supportive, facilitates work, plans and coordinates activities, trustworthy, relies on performance and judgments of subordinates, etc.)
3. Workgroup Characteristics (workgroup is cooperative, effective, takes pride in work; has open communication, trust, and friendly relations among members, etc.)
4. Organizational Characteristics (openness of expression, personnel kept informed, interdepartmental cooperation, consistent application of organizational policies, opportunities for growth and advancement, etc.)

RESPONSE SCALE:

1. Extremely Favorable
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Extremely Unfavorable
8. Not Applicable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Job Charact.	-	-	-	-	-	-	B7A1	-	0201
2.Supervisors	-	-	-	-	-	-	B7B1	-	0202
3.Workgroup	-	-	-	-	-	-	B7C1	-	0203
4.Organization	-	-	-	-	-	-	B7D1	-	0204

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **REACTIONS TO CURRENT WORK SITUATION**

SECTION: Present Assignment

SECTION ITEM NO.: 009

DEFINITION:

A series of one-digit responses indicating reactions to current work situation.

ITEM(S):

What are your reactions to your current work situation?

1. Job Characteristics (variety, importance, pressure, interpersonal relationships, clarity of demands, feedback on performance, autonomy, etc.)
2. Supervisor Characteristics (supportive, facilitates work, plans and coordinates activities, trustworthy, relies on performance and judgments of subordinates, etc.)
3. Workgroup Characteristics (workgroup is cooperative, effective, takes pride in work; has open communication, trust, and friendly relations among members, etc.)
4. Organizational Characteristics (openness of expression, personnel kept informed, interdepartmental cooperation, consistent application of organizational policies, opportunities for growth and advancement, etc.)

RESPONSE SCALE:

1. Extremely Favorable
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Extremely Unfavorable
8. Not Applicable



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Job Charact.	-	-	-	-	-	-	B7A2	-	0205
2.Supervisor	-	-	-	-	-	-	B7B2	-	0206
3.Workgroup	-	-	-	-	-	-	B7C2	-	0207
4.Organization	-	-	-	-	-	-	B7D2	-	0208

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **COMPARISON OF CURRENT JOB TO LAST NAVY ASSIGNMENT**

SECTION: Present Assignment

SECTION ITEM NO.: 010

DEFINITION:

A series of one-digit responses comparing current job to last Navy assignment.

ITEM(S):

Compare your present job with your last Navy assignment in the following areas.

1. Prestige
2. Level of skills and knowledge
3. Authority over people
4. Income level
5. Importance

RESPONSE SCALE:

1. Much More
2. Somewhat More
3. About the Same
4. Somewhat Less
5. Much Less

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Prestige	-	-	-	-	-	-	B9A	-	0209
2. Skills	-	-	-	-	-	-	B9B	-	0210
3. Authority	-	-	-	-	-	-	B9C	-	0211
4. Income	-	-	-	-	-	-	B9D	-	0212
5. Importance	-	-	-	-	-	-	B9E	-	0213

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ACTIVITIES SAME AS IN LAST ASSIGNMENT**

SECTION: Present Assignment

SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating whether current job activities are the same or different from last Navy assignment.

ITEM(S):

Indicate whether your current job activities are the same or different from your last Navy assignment.

1. The actual work you perform
2. Knowledge and skill you use on the job

RESPONSE SCALE:

1. The Same
2. Similar
3. Somewhat Different
4. Very Different
5. Nothing in Common

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Actual work	-	-	-	-	-	-	B10A	-	0214
2. Knowledge	-	-	-	-	-	-	B10B	-	0215

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ROLE CLARITY**

SECTION: Present Assignment

SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating how often different aspects of work appear on the job.

ITEM(S):

These questions deal with different aspects of work. Please indicate how often these aspects appear in your job.

1. How often are you unsure about what your nonflying job responsibilities are?
2. How often can you predict what others will expect of you on the job?
3. How much of the time are your work objectives poorly defined?
4. How often are you clear about what others expect of you on the job?

RESPONSE SCALE:

1. Rarely or Never
2. Sometimes
3. Fairly Often
4. Very Often

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Nonflying	-	-	-	-	-	-	-	B1A	0216
2.Others expect.-	-	-	-	-	-	-	-	B1B	0217
3.Objectives	-	-	-	-	-	-	-	B1C	0218
4.Clear expect.	-	-	-	-	-	-	-	B1D	0219

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ROLE AMBIGUITY**

SECTION: Present Assignment

SECTION ITEM NO.: 013

DEFINITION:

A series of one-digit responses indicating degree of agreement with statements concerning various aspects of work.

ITEM(S):

The following statements deal with different aspects of work. How strongly do you agree or disagree with each statement?

1. On my job, I know exactly what is expected of me.
2. Rarely do I know what I have to do on my job.
3. On my job there are procedures for handling everything that comes up.
4. My job has rules and regulations concerning almost everything I might do or say.
5. My superior does not give me clear goals to achieve.
6. My superior makes it clear how I should do my work.
7. I don't know what performance standards are expected of me.

RESPONSE SCALE:

1. Strongly Disagree
2. Disagree
3. Uncertain
4. Agree
5. Strongly Agree



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Expected	-	-	-	-	-	-	-	B2A	0220
2. Rarely know	-	-	-	-	-	-	-	B2B	0221
3. Procedures	-	-	-	-	-	-	-	B2C	0222
4. Rules & Reg.	-	-	-	-	-	-	-	B2D	0223
5. Clear goals	-	-	-	-	-	-	-	B2E	0224
6. Superior	-	-	-	-	-	-	-	B2F	0225
7. Performance	-	-	-	-	-	-	-	B2G	0226

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ROLE CONFLICT**

SECTION: Present Assignment

SECTION ITEM NO.: 014

DEFINITION:

A series of one-digit responses indicating how often various conflicts are experienced at work.

ITEM(S):

Conflicts can occur in any job. How often do you face problems in your work like those listed below?

1. Persons who have equal rank over you ask you to do things which conflict.
2. People who closely supervise your work give you things to do which conflict with one another.
3. Persons who do not have authority over you give you things to do which conflict with other work you have to do.

RESPONSE SCALE:

1. Rarely Or Never
2. Sometimes
3. Fairly Often
4. Very Often

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Equal rank	-	-	-	-	-	-	-	B3A	0227
2. Close superv.-	-	-	-	-	-	-	-	B3B	0228
3. No authority	-	-	-	-	-	-	-	B3C	0229

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FEELINGS DURING PAST TWO WEEKS - PSYCHOLOGICAL STRAIN**

SECTION: Present Assignment

SECTION ITEM NO.: 015

DEFINITION:

A series of one-digit responses indicating how often an officer has experienced various feelings during the past two weeks.

ITEM(S):

Here are some items about how people feel. When you think about your feelings during the past two weeks, how much of the time did you feel this way?

1. I felt good
2. I felt nervous
3. I felt angry
4. I felt sad
5. I felt jittery
6. I felt calm
7. I felt aggravated
8. I felt unhappy
9. I felt irritated
10. I felt depressed
11. I felt fidgety
12. I felt blue
13. I felt cheerful
14. I felt annoyed

RESPONSE SCALE:

1. Never Or A Little Of The Time
2. Some Of The Time
3. A Good Part Of The Time
4. Most Of The Time

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Good	-	-	-	-	-	-	-	B4A	0230
2. Nervous	-	-	-	-	-	-	-	B4B	0231
3. Angry	-	-	-	-	-	-	-	B4C	0232
4. Sad	-	-	-	-	-	-	-	B4D	0233
5. Jittery	-	-	-	-	-	-	-	B4E	0234
6. Calm	-	-	-	-	-	-	-	B4F	0235
7. Aggravated	-	-	-	-	-	-	-	B4G	0236
8. Unhappy	-	-	-	-	-	-	-	B4H	0237
9. Irritated	-	-	-	-	-	-	-	B4I	0238
10. Depressed	-	-	-	-	-	-	-	B4J	0239
11. Fidgety	-	-	-	-	-	-	-	B4K	0240
12. Blue	-	-	-	-	-	-	-	B4L	0241
13. Cheerful	-	-	-	-	-	-	-	B4M	0242
14. Annoyed	-	-	-	-	-	-	-	B4N	0243

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **LOCUS OF CONTROL**

SECTION: Present Assignment

SECTION ITEM NO.: 016

DEFINITION:

A series of one-digit responses indicating the degree of agreement with statements concerning control of one's life.

ITEM(S):

How strongly do you agree or disagree with these statements about yourself?

1. Sometimes I feel that I'm being pushed around in life
2. I have little control over the things that happen to me
3. I can do just about anything I really set my mind to
4. What happens to me in the future mostly depends on me
5. There is little I can do to change many of the important things in my life

RESPONSE SCALE:

1. Strongly Disagree
2. Disagree
3. Uncertain
4. Agree
5. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Push around	-	-	-	-	-	-	-	B5A	0244
2. Amt. control	-	-	-	-	-	-	-	B5B	0245
3. Do anything	-	-	-	-	-	-	-	B5C	0246
4. Future on me	-	-	-	-	-	-	-	B5D	0247
5. Change things-	-	-	-	-	-	-	-	B6E	0248

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ADJUSTMENT TO LEADERSHIP ROLE**

SECTION: Present Assignment

SECTION ITEM NO.: 017

DEFINITION:

A one-digit response indicating an officer's adjustment to the leadership role of a Navy officer.

ITEM(S):

Overall, how would you describe your adjustment to the leadership role of a Navy officer? Would you say you understand and accept the responsibilities the position entails?

1. Very well adjusted
2. Adjusted
3. Somewhat adjusted
4. Not well adjusted
5. Don't know

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Leader role	-	-	-	-	-	-	-	B6	0249

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ADJUSTMENT TO PRESENT BILLET**

SECTION: Present Assignment

SECTION ITEM NO.: 018

DEFINITION:

A one-digit response indicating an officer's adjustment to present billet and assignment.

ITEM(S):

Overall, how would you describe your adjustment to your present billet and assignment?

1. Very well adjusted
2. Adjusted
3. Somewhat adjusted
4. Not well adjusted
5. Don't know

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Present billet	-	-	-	-	-	-	-	B7	0250

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CURRENT CAREER / IDEAL CAREER MATCH**

SECTION: Present Assignment

SECTION ITEM NO.: 019

DEFINITION:

A one-digit response indicating the match between current career and ideal career.

ITEM(S):

Most of us have in our minds an idea of an "ideal" career and work situation for ourselves. Would you say that your current career in the Navy is:

1. A very poor match with your ideal
2. A poor match with your ideal
3. Probably ok, but there are portions of it that are a poor match
4. A good match with your ideal
5. A very good match with your ideal
6. Uncertain at this time

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Ideal career	-	-	-	-	-	-	B11B	B8	0251

NOTES:

Question worded differently in:

RET: Most of us have in our minds an "ideal" career for ourselves.  
To what extent does your present career fulfill your ideal?

1=A very poor match with my ideal 2=A poor match with my ideal  
3=A moderately good match 4=A good match 5=A very good match  
6=Uncertain/too early to tell

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IDEAL EXISTED IN THE NAVY**

SECTION: Present Assignment

SECTION ITEM NO.: 020

DEFINITION:

A one-digit response indicating the degree to which ideal career existed in the Navy.

ITEM(S):

Most of us have in our minds an "ideal" career for ourselves. To what extent would you say this ideal existed in the Navy?

1. A very poor match with my ideal
2. A poor match with my ideal
3. A moderately good match
4. A good match
5. A very good match
6. Uncertain/too early to tell

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Ideal in Navy	-	-	-	-	-	-	B11A	-	0252

NOTES:

**APPENDIX E**  
**ASSIGNMENT PROCESS**



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SUBMIT NEW PREFERENCE CARD**

SECTION: Assignment Process

SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating how many months prior to PRD a new preference card was submitted.

ITEM(S):

How many months prior to your PRD to your current assignment did you submit a new preference card?

1. 1 to 2 months
2. 3 to 4 months
3. 5 to 6 months
4. 7 to 8 months
5. 9 to 10 months
6. 11 to 12 months
7. More than a year before PRD
8. None submitted

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Pref. Card	D1	D1	D1	-	-	-	-	-	0253

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **APPROACH TO COMPLETING PREFERENCE CARD**

SECTION: Assignment Process

SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating the choices made when filling out most recent preference card.

ITEM(S):

When I completed my most recent preference card I:

1. Put down choices I personally wanted, regardless of how they might affect my Navy career.
2. Put down primarily what I wanted, but tempered them a little with what I thought would help my Navy career.
3. Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are alike.
4. Put down choices which I thought would help my Navy career, but tempered with my personal desires.
5. Put down choices which I thought would help my Navy career even though they weren't personally desirable.
6. Did not complete one.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Pref. Card	D2	D2	D2	E1	-	-	-	-	0254

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ACCEPTABILITY OF CURRENT ASSIGNMENT**

SECTION: Assignment Process

SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit codes evaluating the acceptability of current assignment.

ITEM(S):

Assess the acceptability of your current assignment in comparison with what was expressed on your preference card:

1. Location
2. Type Billet
3. Type Activity

RESPONSE SCALE:

1. Very Poor
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Good
8. Preference Card Not Sent

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Location	D3A	D3A	D3A	E2A	-	-	-	-	0255
2. Billet	D3B	D3B	D3B	E2B	-	-	-	-	0256
3. Activity	D3C	D3C	D3C	E2C	-	-	-	-	0257

NOTES:

Response set differs in:

DESIG: Choice number (8) is N/A.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PROMISED ORDERS CHANGED**

SECTION: Assignment Process

SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating whether an officer was promised one type of duty or duty station and then the orders were changed.

ITEM(S):

During my most recent transfer, I was promised one type of duty or duty station; however, it was changed in the orders I received before I transferred.

1. No
2. Yes
3. No previous reassignment

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Recent Transfer	D4	D4	D4	-	-	-	-	-	0258

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ORDERS RECEIVED IN A TIMELY FASHION**

SECTION: Assignment Process

SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating whether orders were received in a timely fashion.

ITEM(S):

With respect to your most recent transfer, did your detailer inform you that orders were being forwarded, but they were not received in a timely fashion?

1. No
2. Yes
3. No previous reassignment

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Timely Fashion	D5	D5	D5	-	-	-	-	-	0259

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SUBMITTED A NEW PREFERENCE CARD**

SECTION: Assignment Process

SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating whether a new preference card was submitted during current assignment.

ITEM(S):

Have you submitted a new preference card during your current assignment?

1. No
2. Yes

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
New card	D6	D6	D6	-	-	-	-	-	0260

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ACTIVITIES RELATED TO REASSIGNMENT**

SECTION: Assignment Process

SECTION ITEM NO.: 007

DEFINITION:

A series of one-digit responses indicating officers' activities in regard to last reassignment.

ITEM(S):

When did you begin the following activities in regard to your last reassignment?

1. Contacting your detailer
2. Specifically seeking the advice of a senior officer
3. Specifically seeking the advice of a peer
4. Discussing possible assignments with my spouse/family
5. Considering choices of location
6. Considering choices of types of billets
7. Considering choices of types of duty
8. Contacting a placement officer

RESPONSE SCALE:

1. Systematically throughout tour
2. More than 14 months before PRD
3. 11 to 14 months before PRD
4. 7 to 10 months before PRD
5. 3 to 6 months before PRD
6. Within 3 months before PRD
7. I didn't do this
8. Not applicable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Detailer	D7A	D7A	D7A	E5A	-	-	-	-	0261
2. Advice Sen.	D7B	D7B	D7B	E5B	-	-	-	-	0262
3. Advice Peer	D7C	D7C	D7C	E5C	-	-	-	-	0263
4. Spouse/Fam.	D7D	D7D	D7D	E5D	-	-	-	-	0264
5. Location	D7E	D7E	D7E	E5E	-	-	-	-	0265
6. Billets	D7F	D7F	D7F	E5F	-	-	-	-	0266
7. Duty	D7G	D7G	D7G	E5G	-	-	-	-	0267
8. Officer	D7H	D7H	D7H	E5H	-	-	-	-	0268

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NO ONE INTERVENED DURING REASSIGNMENT**

SECTION: Assignment Process

SECTION ITEM NO.: 008

DEFINITION:

A one-digit response indicating either an officer had no previous assignment or used no one to intervene in reassignment.

ITEM(S):

What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?

If you had no previous assignment or used no one to intervene on your behalf. Please mark here.

1. No previous assignment
2. No one

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
No one	D8	D8	D8	-	-	-	-	-	0269

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INDIVIDUALS USED TO INTERVENE ON BEHALF**

SECTION: Assignment Process

SECTION ITEM NO.: 008

DEFINITION:

A series of one-digit responses indicating whether an individual was used or not used to intervene on officers' behalf during reassignment.

ITEM(S):

What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?

1. My CO/XO/ISIC
2. CO/ISIC of the billet I wanted
3. A senior officer in my direct chain of command from my previous assignment

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.CO/XO/ISIC	D8A	D8A	D8A	-	-	-	-	-	0270
2.CO of billet	D8B	D8B	D8B	-	-	-	-	-	0271
3.Prev. assig.	D8C	D8C	D8C	-	-	-	-	-	0272
4.Desire assi.	D8D	D8D	D8D	-	-	-	-	-	0273
5.Not either	D8E	D8E	D8E	-	-	-	-	-	0274
6.Sen. outside	D8F	D8F	D8F	-	-	-	-	-	0275
7.Other	D8G	D8G	D8G	-	-	-	-	-	0276

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EXPERIENCE IN OBTAINING ASSIGNMENT**

SECTION: Assignment Process

SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating officers' experience in obtaining current assignment.

ITEM(S):

Which one of the following statements best describes your experience in obtaining your current assignment?

0. Haven't been through reassignment
1. Tended to run smoothly-my detailer located an acceptable billet relatively quickly.
2. Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way
3. Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
4. Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received.
5. Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Experience	D9	D9	D9	E4	-	C20	-	-	0277

NOTES:

Response scale differs in:

AWO: This questionnaire doesn't include choice number (4) "Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received". Instead, number (4) in the AWO questionnaire corresponds to number (5). Wording is slightly different. AWO questionnaire is worded "Tended to be a completely frustrating situation. No amount of effort on my part or by others was successful in influencing the system".

Stem differs in:

GOR: Which one of the following statements best describes your experiences in obtaining assignments in the Navy?

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **METHODS FOR DETAILER INTERACTION**

SECTION: Assignment Process

SECTION ITEM NO.: 010

DEFINITION: .

A series of one-digit responses indicating the effectiveness of various methods for interacting with detailer.

ITEM(S):

How effective do you feel each of the following methods are for interacting with your detailer?

1. Preference Card
2. Letter
3. Telephone
4. Personal visit
5. Detailer field trip

RESPONSE SCALE:

1. Very Ineffective
2. Ineffective
3. So-So
4. Effective
5. Very Effective

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Pref. Card	D10A	D10A	D10A	-	-	-	-	-	0278
2. Letter	D10B	D10B	D10B	-	-	-	-	-	0279
3. Telephone	D10C	D10C	D10C	-	-	-	-	-	0280
4. Visit	D10D	D10D	D10D	-	-	-	-	-	0281
5. Field trip	D10E	D10E	D10E	-	-	-	-	-	0282

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DETAILER EVALUATION**

SECTION: Assignment Process

SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses evaluating aspects of current detailer knowledge and counseling.

ITEM(S):

If you have formed an opinion of your current detailer, evaluate your detailer in the below areas. If not, please evaluate your former detailer.

1. Knowledge of current policy trends
2. Knowledge of which billets are available
3. Knowledge of requirements and duties of available billets
4. Knowledge of my career development needs
5. Knowledge of my personal desires
6. Returns telephone calls
7. Shares information
8. Knowledgeable of previous communications
9. What (s)he says can be trusted
10. Looks out for my best interests
11. Listens to my problems, desires, needs, etc.
12. Provides useful career counseling
13. Responds to correspondence
14. Availability
15. Provides useful career counseling on "tickets to be punched"
16. Provides useful career counseling on "right contacts" to make

RESPONSE SCALE:

1. Very Negative
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Positive
8. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Poli. trend	D11A	D11A	D11A	E6A	-	-	-	-	0283
2. Billets	D11B	D11B	D11B	E6B	-	-	-	-	0284
3. Duties	D11C	D11C	D11C	E6C	-	-	-	-	0285
4. My needs	D11D	D11D	D11D	E6D	-	-	-	-	0286
5. Desires	D11E	D11E	D11E	E6E	-	-	-	-	0287
6. Phone calls	D11F	D11F	D11F	E6F	-	-	-	-	0288
7. Shares info.	D11G	D11G	D11G	E6G	-	-	-	-	0289
8. Prev. comm.	D11H	D11H	D11H	E6H	-	-	-	-	0290
9. Trusted	D11I	D11I	D11I	E6I	-	-	-	-	0291
10. Interests	D11J	D11J	D11J	E6J	-	-	-	-	0292
11. Listens	D11K	D11K	D11K	E6K	-	-	-	-	0293
12. Useful coun.	D11L	D11L	D11L	E6L	-	-	-	-	0294
13. Responds	D11M	D11M	D11M	E6M	-	-	-	-	0295
14. Availability	D11N	D11N	D11N	E6N	-	-	-	-	0296
15. Tickets	D11O	D11O	D11O	E6O	-	-	-	-	0297
16. Contacts	D11P	D11P	D11P	E6P	-	-	-	-	0298

NOTES:

Response scale differs in:

DESIG: Response number (8) is N/A.



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **WHICH DETAILER EVALUATED**

SECTION: Assignment Process

SECTION ITEM NO.: 012

DEFINITION:

A one-digit code indicating which detailer was evaluated.

ITEM(S):

Which detailer did you evaluate?

1. Current detailer
2. Former detailer

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Detailer	D12	D12	D12	E7	-	-	-	-	0299

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **COMMUNITY OF FORMER DETAILER**

SECTION: Assignment Process

SECTION ITEM NO.: 013

DEFINITION:

A one-digit code indicating whether former detailer was from current or previous community.

ITEM(S):

If you evaluated your former detailer, was (s)he from your current or previous community?

1. Current community
2. Former detailer

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Community	-	-	-	E8	-	-	-	-	0300

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NUMBER OF TIMES SPOKEN WITH DETAILER**

SECTION: Assignment Process

SECTION ITEM NO.: 014

DEFINITION:

A one-digit code indicating number of times spoken to current detailer.

ITEM(S):

How many times have you spoken to your current detailer?

1. 0
2. 1
3. 2
4. 3
5. 4
6. 5
7. 6
8. 7 or more times

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
No. of times	D13	D13	D13	-	-	-	-	-	0301

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EVALUATION OF FIELD TRIP**

SECTION: Assignment Process

SECTION ITEM NO.: 015

DEFINITION:

A series of one-digit responses evaluating a detailer field trip meeting.

ITEM(S):

If you have attended a detailer field trip meeting in the last two years, to what extent:

1. Did it provide clarification of assignment policies and practices?
2. Did it give you an appreciation of officer career paths and alternatives?
3. Did it resolve some assignment problems you had?
4. Was it conducted in an open and honest manner?
5. Was it a useful and beneficial meeting?

RESPONSE SCALE:

1. Very Little
- 2.
- 3.
4. Some
- 5.
- 6.
7. Very Great
8. Not Attended

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Clarification	D14A	D14A	D14A	-	-	-	-	-	0302
2. Alternative	D14B	D14B	D14B	-	-	-	-	-	0303
3. Resolve prob.	D14C	D14C	D14C	-	-	-	-	-	0304
4. Open/honest	D14D	D14D	D14D	-	-	-	-	-	0305
5. Useful	D14E	D14E	D14E	-	-	-	-	-	0306

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DEPENDENCE ON DETAILING SYSTEM**

SECTION: Assignment Process

SECTION ITEM NO.: 016

DEFINITION:

A one-digit code indicating an officer's degree of dependence on the detailing system.

ITEM(S):

I cannot depend upon the detailing system to find  
a job that I want.

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Detailing	D15	D15	D15	E9	-	-	-	-	0307

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DETAILER ASSESSMENT**

SECTION: Assignment Process

SECTION ITEM NO.: 017

DEFINITION:

A series of one-digit responses evaluating the detailer who assigned the officer to his/her current command.

ITEM(S):

Please indicate your degree of agreement with the below statements. Use the provided scale in answering the statements about the detailer who assigned you to your current command.

1. I was favorably impressed with the way my detailer handled our interactions
2. My detailer tended to have a closed mind, and thus I could not influence him/her
3. My detailer made a sincere effort to meet my needs or to explain why he/she couldn't
4. The detailer located for me the best billet that he/she could, given the circumstances

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Strongly Agree
8. Not Assigned

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Impressed	D16A	D16A	D16A	E10A	-	-	-	-	0308
2.Closed mind	D16B	D16B	D16B	E10B	-	-	-	-	0309
3.Sincere	D16C	D16C	D16C	E10C	-	-	-	-	0310
4.Best billet	D16D	D16D	D16D	E10D	-	-	-	-	0311

NOTES:

Response scale differs in:

DESIG: In this questionnaire there is no number (8) choice. The response scale only goes from 1 to 7.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NOT DISAPPOINTED WITH ASSIGNMENT**

SECTION: Assignment Process

SECTION ITEM NO.: 018

DEFINITION:

A one-digit response indicating whether or not officer was disappointed with the assignment received.

ITEM(S):

If you were not disappointed please mark here.

1=Not Disappointed+

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Not disappoi.	D17	D17	D17	-	-	-	-	-	0312

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DISAPPOINTED WITH ASSIGNMENT RECEIVED**

SECTION: Assignment Process

SECTION ITEM NO.: 018

DEFINITION:

A series of one-digit responses indicating agreement with statements concerning assignment received.

ITEM(S):

If you were disappointed with the assignment received, indicate your degree of agreement with the below statements.

1. My detailer conveyed the news of my new assignment in a callous fashion
2. My detailer attempted to explain why the assignment was made

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Strongly Agree
8. Not Assigned

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Callous	D17A	D17A	D17A	-	-	-	-	-	0313
2. Explained	D17B	D17B	D17B	-	-	-	-	-	0314

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DETAILER DESIGNATOR DURING ASSIGNMENT**

SECTION: Assignment Process

SECTION ITEM NO.: 019

DEFINITION:

A one-digit code indicating the designator of the detailer who assigned officer to present command.

ITEM(S):

What was the designator of the detailer who assigned you to your present command?

1. 110X (General URL)
2. 111X (Surface Warfare)
3. Other
4. Don't know

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Designator	-	-	D18	-	-	-	-	-	0315

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DESIGNATOR OF CURRENT DETAILER**

SECTION: Assignment Process

SECTION ITEM NO.: 020

DEFINITION:

A one-digit code indicating the designator of the officers' current detailer.

ITEM(S):

The designator of my current detailer is:

1. 110X (General URL)
2. 111X (Surface Warfare)
3. Other
4. Don't Know

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Designator	-	-	D19	-	-	-	-	-	0316

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: 1984 POLICY CHANGE FOR GENERAL URL OFFICERS

SECTION: Assignment Process

SECTION ITEM NO.: 021

DEFINITION:

A series of one-digit responses indicating level of agreement with statements regarding the 1984 policy change for General URLs.

ITEM(S):

As a result of a 1984 policy change, General URLs are now detailing all 1100s (except CAPTs and CDRs who have been screened for command). Previously, SWOs handled this function, for the most part. Indicate your level of agreement with each of the following statements concerning this policy change

1. The ambiguous nature of the GURLs career path was the primary problem involved in reassignment, not the fact....our community
2. The new system means that GURLs have lost some of the parity they had gained with surface warfare specialists
3. The quality of the detailer is the important issue,....or GURL
4. GURL detailers will be more knowledgeable....SWO predecessors
5. GURL detailers will have less power....their SWO predecessors
6. I will now be able to select from a wider....the old system
7. GURL detailers will be more knowledgeable....SWO predecessors
8. The new system means that GURLs are less....enhancing billets
9. SWO detailers who sit on selection....did under the old system
10. GURL detailers will have more information....SWO predecessors
11. GURL detailers will be more informed than....to the GURL officer
12. The detailing system, for the most part, has been improved
13. The detailing system has become less responsive to the needs of GURL officer

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Ambiguous	-	-	D20A	-	-	-	-	-	0317
2.Lost parity	-	-	D20B	-	-	-	-	-	0318
3.Quality	-	-	D20C	-	-	-	-	-	0319
4.Knowledge	-	-	D20D	-	-	-	-	-	0320
5.Less power	-	-	D20E	-	-	-	-	-	0321
6.Billets	-	-	D20F	-	-	-	-	-	0322
7.Tickets	-	-	D20G	-	-	-	-	-	0323
8.Enhancing	-	-	D20H	-	-	-	-	-	0324
9.Patterns	-	-	D20I	-	-	-	-	-	0325
10.Dead ends	-	-	D20J	-	-	-	-	-	0326
11.Viable paths	-	-	D20K	-	-	-	-	-	0327
12.Improved	-	-	D20L	-	-	-	-	-	0328
13.Responsive			D20M						0329

NOTES:

**APPENDIX F**  
**DECISION PROCESS**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **YEARS IN ACTIVE DUTY SERVICE**

SECTION: Decision Process

SECTION ITEM NO.: 001

DEFINITION:

A two-digit code indicating number of years an officer plans to remain in active duty.

ITEM(S):

How many more years do you plan to remain on active duty?

- 1. 1
- 2. 2
- 3. 3
- 4. 4
- 5. 5
- 6. 6
- 7. 7
- 8. 8
- 9. 9
- 10. 10
- 11. 11
- 12. 12
- 13. 13
- 14. 14
- 15. 15
- 16. 16
- 17. 17
- 18. 18
- 19. 19
- 20. 20
- 21. 20 +

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Yrs active	E1	E1	E1	G6	-	-	-	-	0330-0331

NOTES:

Response scale differs in:

DESIG: How many years from now do you plan to remain on active duty? \_\_\_\_\_ years.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NAVY WANTS YOU**

SECTION: Decision Process

SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating whether officer feels the Navy wants him/her to continue as an active duty naval officer.

ITEM(S):

Do you feel that the Navy wants you to continue your career as an active duty naval officer?

RESPONSE SCALE:

1. Definitely Not
- 2.
- 3.
4. Don't Know
- 5.
- 6.
7. Definitely Does

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Wants You	E2	E2	E2	G7	-	-	-	-	0332

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GOOD IDEA OF AVAILABLE BILLETS**

SECTION: Decision Process

SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating whether officer has a good idea of available billets when completing preference card.

ITEM(S):

When you are (or "should be") completing your Officer Preference Card, do you have a good idea of available billets for which you would be fully competitive?

RESPONSE SCALE:

1. Definitely Do Not
- 2.
- 3.
4. Somewhat
- 5.
- 6.
7. Definitely Do

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Good Idea	E3	E3	E3	E3	-	-	-	-	0333

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **BILLETS REFLECT PAST PERFORMANCE**

SECTION: Decision Process

SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating whether officer feels billets received reflect experience and past performance.

ITEM(S):

Do you feel the billets you have received  
reflected your experience and past performance?

RESPONSE SCALE:

1. Definitely Do Not
- 2.
- 3.
4. Somewhat
- 5.
- 6.
7. Definitely Do

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Reflect	E4	E4	E4	G8	-	F3	-	-	0334

NOTES:

Question and Response scale differ in:

DESIG: The billets that I received were a good reflection of my past experience and performance.

1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree  
5=Strongly Agree

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EVALUATING ASPECTS OF NAVY CAREER**

SECTION: Decision Process

SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses evaluating aspects of Navy career.

ITEM(S):

What is your evaluation of the following aspects  
of a Navy career?

1. Detailers
  2. Continuity of detailers
  3. Assignments received
  4. Change of assignments at 2-3 year intervals
  5. Possibility of change of geographic location  
with assignment changes
  6. Sea duty
  7. Shore duty
  8. Overseas assignments, accompanied
  9. Overseas assignments, unaccompanied
  10. Benefits
  11. Medical benefits/care
  12. Amount of paperwork
  13. Liberty ports
  14. Crisis management
  15. Fellow Navy officers
  16. Leadership provided to you
  16. Work hours
- \* Each survey contained  
\* only one of these

RESPONSE SCALE:

1. Very Negative
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Positive



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Detailer	E5A	E5A	E5A	-	C1A	C1A	-	-	0335
2. Assignments	E5B	E5B	E5B	-	C1B	C1B	-	-	0336
3. Change Assi.	E5C	E5C	E5C	-	C1C	C1C	-	-	0337
4. Location	E5D	E5D	E5D	-	C1D	C1D	-	-	0338
5. Sea duty	E5E	E5E	-	-	C1E	-	-	-	0339
6. Shore duty	E5F	E5F	-	-	C1F	-	-	-	0340
7. Overseas/ac.	E5G	E5G	E5E	-	-	-	-	-	0341
8. Overseas/un.	E5H	E5H	E5F	-	-	-	-	-	0342
9. Benefits	E5I	E5I	E5G	-	C1G	C1E	-	-	0343
10. Medical	-	-	-	-	C1H	C1F	-	-	0344
11. Paperwork	-	-	-	-	C1I	C1G	-	-	0345
12. Lib. ports	-	-	-	-	C1J	-	-	-	0346
13. Crisis	-	-	-	-	C1K	C1H	-	-	0347
14. Fellow off.	-	-	-	-	C1L	C1I	-	-	0348
15. Leadership	-	-	-	-	C1M	C1J	-	-	0349
16. Work hrs.	-	-	-	-	C1N	C1K	-	-	0350

NOTES:

Response scale differs in:

WOR & GOR: 1=Very Negative  
2  
3=Neutral  
4  
5=Very Positive

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EVALUATION OF FLYING IN PREVIOUS NAVY CAREER**

SECTION: Decision Process

SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses evaluating aspects of previous Navy career.

ITEM(S):

What is your evaluation of the following aspects  
of your previous Navy career?

1. Amount of flying time
2. Quality of flying time

RESPONSE SCALE:

1. Very Negative
- 2.
3. Neutral
- 4.
5. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Amount	-	-	-	-	FA3A	-	-	-	0351
2. Quality	-	-	-	-	FA3B	-	-	-	0352

NOTES:

These questions were in WOR, but for AWOs only.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PREPARATION FOR CIVILIAN EMPLOYMENT**

SECTION: Decision Process

SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating how prepared officer is to seek civilian employment.

ITEM(S):

If you were to seek civilian employment, how prepared are you to do so?

RESPONSE SCALE:

1. Essentially Unprepared
- 2.
- 3.
4. Neither Prepared nor Unprepared
- 5.
- 6.
7. Essentially Prepared

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Prepared	E6	E6	E6	G9	-	-	-	-	0353

NOTES:

Response scale differs in:

DESIG: 1=Totally Unprepared

2

3

4=Neutral

5

6

7=Totally Prepared

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HELP OF SUBSPECIALTY IN JOB**

SECTION: Decision Process

SECTION ITEM NO.: 008

DEFINITION:

A series of one-digit responses evaluating the help of subspecialty in finding and performing a job.

ITEM(S):

Please use the following scale to answer "a" and "b". Record your numerical response in the blank provided.

If you obtained a subspecialty(ies) in the Navy, did it (they) help you

- a. Find a job,
- b. Perform on this job.

RESPONSE SCALE:

- 1. Not at all
- 2. Somewhat
- 3. Moderately
- 4. Very much
- 5. Extremely
- 6. Had no subspecialty

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Find a job	-	-	-	-	-	-	B3A	-	0354
2. Perform job	-	-	-	-	-	-	B3B	-	0355

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **LEAVE THE NAVY PRIOR TO RETIREMENT**

SECTION: Decision Process

SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating whether officer would leave Navy prior to retirement.

ITEM(S):

If you had to do it over again, would you leave the Navy prior to retirement?

RESPONSE SCALE:

1. Definitely Would Not
2. Probably Would Not
3. Uncertain
4. Probably Would
5. Definitely Would



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Leave prior	-	-	-	-	C2	C2	-	-	0356

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NAVY MADE STRONG EFFORT TO KEEP YOU**

SECTION: Decision Process

SECTION ITEM NO.: 010

DEFINITION:

A one-digit code indicating whether Navy made strong effort to have officer continue as an active duty officer.

ITEM(S):

During the year before you left, do you feel the Navy made a strong effort to have you continue your career as an active duty officer?

RESPONSE SCALE:

1. Definitely Did Not
2. Probably Did Not
3. Probably Did
4. Definitely Did

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Made effort	-	-	-	-	C3	C3	-	-	0357

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FACTORS THAT AFFECT CAREER CHANGE**

SECTION: Decision Process

SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses evaluating the presence of various factors which affect the career change process.

ITEM(S):

Listed below are a number of factors that can affect the career change process. Do you agree... which civilian career or job type to pursue?

1. Free of worry about meeting financial obligations.
2. Spouse and/or family supportive of career change plans (N/A=8).
3. Friends supportive of career change plans.
4. Access to others making career changes.
5. Confidence in my ability to make a successful career change.
6. Confidence in my ability to make the "right" decisions.
7. A willingness to take the risks necessary to change careers.
8. Control of my life.
9. A job market that accepts individuals who are middle age.
10. Confidence in my ability to handle the stresses associated with a career change.
11. Skills necessary for meeting civilian job requirements.
12. Sufficient formal education for a career change.
13. Physical health.
14. No major personal problems.
15. No major family problems.

RESPONSE SCALE:

1. Strongly Agree
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Strongly Disagree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Financial	-	-	-	-	-	-	D1A	-	0358
2. Spouse	-	-	-	-	-	-	D1B	-	0359
3. Friends	-	-	-	-	-	-	D1C	-	0360
4. Access others	-	-	-	-	-	-	D1D	-	0361
5. Confidence	-	-	-	-	-	-	D1E	-	0362
6. Conf. decis.	-	-	-	-	-	-	D1F	-	0363
7. Take risk	-	-	-	-	-	-	D1G	-	0364
8. Control	-	-	-	-	-	-	D1H	-	0365
9. Middle age	-	-	-	-	-	-	D1I	-	0366
10. Stress	-	-	-	-	-	-	D1J	-	0367
11. Skills	-	-	-	-	-	-	D1K	-	0368
12. Education	-	-	-	-	-	-	D1L	-	0369
13. Health	-	-	-	-	-	-	D1M	-	0370
14. Personal	-	-	-	-	-	-	D1N	-	0371
15. Family Prob.	-	-	-	-	-	-	D1O	-	0372

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **OPPORTUNITY IN NAVY VERSUS CIVILIAN LIFE (CIVNAV1)**

SECTION: Decision Process

SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating the opportunity of obtaining various characteristics in the Navy versus obtaining them in a civilian career.

ITEM(S):

Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

1. Interesting and challenging work
2. Ability to plan work
3. Work hours
4. Minimal work stress
5. Freedom from hassle
6. Own initiative
7. Pay and allowances
8. Health benefits/care
9. Job security
10. Family stability
11. Desirable place to live

RESPONSE SCALE:

1. Substantially Better
2. Much Better
3. Better
4. Comparable
5. Better
6. Much Better
7. Substantially Better

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Interesting	E7A	E7A	E7A	G11A	C15A	C16A	B12A	-	0373
2. Plan work	E7B	E7B	E7B	G11B	-	-	B12B	-	0374
3. Work hrs.	E7C	E7C	E7C	G11C	C15B	C16B	B12C	-	0375
4. Stress	E7D	E7D	E7D	G11D	C15C	C16C	B12D	-	0376
5. Hassle	E7E	E7E	E7E	G11E	C15D	C16D	B12E	-	0377
6. Initiative	E7F	E7F	E7F	G11F	-	-	B12F	-	0378
7. Pay	E7G	E7G	E7G	G11G	C15E	C16E	B12G	-	0379
8. Health	E7H	E7H	E7H	G11H	C15F	C16F	B12H	-	0380
9. Security	E7I	E7I	E7I	G11I	C15G	C16G	B12I	-	0381
10. Stability	E7J	E7J	E7J	G11J	C15H	C16H	B12J	-	0382
11. Living	E7K	E7K	E7K	G11K	C15I	C16I	B12K	-	0383

NOTES:

For question #10 Family Stability, RET survey gives the choice of (N/A=8) .

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CIVNAV2

SECTION: Decision Process

SECTION ITEM NO.: 012

DEFINITION: .

A series of one-digit responses indicating the opportunity of obtaining various characteristics in the Navy versus obtaining them in civilian life.

ITEM(S):

Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

- |  |                        |
|--|------------------------|
| 12. Desirable co-workers                       |                        |
| 13. Recognition                                |                        |
| 14. Responsibility                             |                        |
| 15. Chance for spouse to develop own interests |                        |
| 16. Quality of superiors                       | *Each survey contained |
| Quality leadership                             | *only one of these     |
| 17. Retirement program                         |                        |
| 18. Variety of assignments                     |                        |
| 19. Educational opportunities                  |                        |
| 20. Promotional opportunities                  |                        |
| 21. Social relationships                       |                        |
| 22. Amount of crisis management                | *Each survey contained |
| Freedom from crisis management                 | *only one of these     |
| 23. Leadership opportunities                   |                        |

RESPONSE SCALE:

1. Substantially Better
2. Much Better
3. Better
4. Comparable
5. Better
6. Much Better
7. Substantially Better



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
12.Co-workers	E7L	E7L	E7L	G11L	C15J	C16J	B12L	-	0384
13.Recognition	E7M	E7M	E7M	G11M	-	-	B12M	-	0385
14.Responsibi.	E7N	E7N	E7N	G11N	C15K	C16K	B12N	-	0386
15.Spouse inte.	E7O	E7O	E7O	G11O	C15L	C16L	B12O	-	0387
16.Superiors	E7P	E7P	E7P	G11P	C15M	C16M	B12P	-	0388
17.Retirement	E7Q	E7Q	E7Q	G11Q	-	-	B12Q	-	0389
18.Variety	E7R	E7R	E7R	G11R	-	-	B12R	-	0390
19.Education	E7S	E7S	E7S	G11S	-	-	B12S	-	0391
20.Promotions	E7T	E7T	E7T	G11T	-	-	B12T	-	0392
21.Social rel.	E7U	E7U	E7U	G11U	-	-	B12U	-	0393
22.Crisis mana.	E7V	E7V	E7V	G11V	C15N	C16N	-	-	0394
23.Leadership	-	-	-	-	-	-	B12V	-	0395

NOTES:

This is a continuation of "OPPORTUNITY IN NAVY VERSUS CIVILIAN LIFE".

In RET survey, question #15 "Chance for spouse to develop own interests" has N/A=8 as a response choice.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CHARACTERISTICS MOST AND LEAST IMPORTANT (CIVNAV1)**

SECTION: Decision Process

SECTION ITEM NO.: 013

DEFINITION:

A series of one-digit responses indicating the most and least important characteristics.

ITEM(S):

Please go back to question 12 and circle those 5 characteristics that are most important to you and cross out those 5 characteristics that are least important to you.

1. Interesting and challenging work
2. Ability to plan work
3. Work hours
4. Minimal work stress
5. Freedom from hassle
6. Own initiative
7. Pay and allowances
8. Health benefits/care
9. Job security
10. Family stability (N/A=8)
11. Desirable place to live

RESPONSE SCALE:

1. Least important (crossed out)
2. Blank
3. Most important (circled)

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Interesting	-	-	-	-	-	-	B13A	-	0396
2. Planning	-	-	-	-	-	-	B13B	-	0397
3. Work hrs.	-	-	-	-	-	-	B13C	-	0398
4. Stress	-	-	-	-	-	-	B13D	-	0399
5. Hassle	-	-	-	-	-	-	B13E	-	0400
6. Initiative	-	-	-	-	-	-	B13F	-	0401
7. Pay	-	-	-	-	-	-	B13G	-	0402
8. Benefits	-	-	-	-	-	-	B13H	-	0403
9. Security	-	-	-	-	-	-	B13I	-	0404
10. Stability	-	-	-	-	-	-	B13J	-	0405
11. Living	-	-	-	-	-	-	B13K	-	0406

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CHARACTERISTICS MOST AND LEAST IMPORTANT (CIVNAV2)**

SECTION: Decision Process

SECTION ITEM NO.: 013

DEFINITION:

A series of one-digit responses indicating the most and least important characteristics.

ITEM(S):

Please go back to question 12 and circle those 5 characteristics that are most important to you and cross out those 5 characteristics that are least important to you.

12. Desirable co-workers
13. Recognition
14. Responsibility
15. Chance for spouse to develop own interests  
(N/A=8)
16. Quality of superiors
17. Retirement program
18. Variety of assignments
19. Educational opportunities
20. Promotional opportunities
21. Social relationships
22. Leadership opportunities

RESPONSE SCALE:

1. Least Important (crossed out)
2. Blank
3. Most Important (circled)

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
12.Co-workers	-	-	-	-	-	-	B13L	-	0407
13.Recognition	-	-	-	-	-	-	B13M	-	0408
14.Responsibil.	-	-	-	-	-	-	B13N	-	0409
15.Spouse inter.	-	-	-	-	-	-	B13O	-	0410
16.Superiors	-	-	-	-	-	-	B13P	-	0411
17.Retirement	-	-	-	-	-	-	B13Q	-	0412
18.Assignments	-	-	-	-	-	-	B13R	-	0413
19.Education	-	-	-	-	-	-	B13S	-	0414
20.Promotion	-	-	-	-	-	-	B13T	-	0415
21.Social	-	-	-	-	-	-	B13U	-	0416
22.Leadership	-	-	-	-	-	-	B13V	-	0417

NOTES:

This is a continuation of "CHARACTERISTICS MOST AND LEAST IMPORTANT".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER DECISIONS**

SECTION: Decision Process

SECTION ITEM NO.: 014

DEFINITION:

A series of one-digit responses indicating officers' decisions for various career options.

ITEM(S):

Indicate what your decision was, if one has been made, for the following career options.

I have decided to:

- |   |                 |
|---|-----------------|
| 1. Obtain a master's degree                             |                 |
| 2. Request PG School                                    |                 |
| 3. Make the Navy a career                               |                 |
| 4. Qualify for a different aircraft                     |                 |
| 5. Seek a designator change<br>from aviation            | *Each survey    |
| Seek a designator change                                | *contained only |
| from SWO  | *one of         |
| 6. Obtain a proven subspecialty                         | *these choices  |
| 7. Remain geographically stable                         |                 |
| 8. Request Staff or War College                         |                 |
| 9. Accept a Washington headquarters staff<br>assignment |                 |
| 10. Strive for Command                                  | *Each survey    |
| Strive for operational squadron                         | *contained only |
| command   | *one of         |
| Strive for Command at sea                               | *these choices  |
| 11. Prepare for a career outside the Navy               |                 |

RESPONSE SCALE:

1. No
2. Undecided
3. Yes

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Master's	E8A	-	E8A	-	-	-	-	-	0418
2. PG School	E8B	E8C	E8B	-	-	-	-	-	0419
3. Navy career	E8C	E8D	E8C	-	-	-	-	-	0420
4. Aircraft	E8D	-	-	-	-	-	-	-	0421
5. Desig. change	E8E	E8E	-	-	-	-	-	-	0422
6. Subspecialty	E8F	E8H	E8F	-	-	-	-	-	0423
7. Geographical	E8G	E8J	E8E	-	-	-	-	-	0424
8. Staff or War	E8H	E8I	E8G	-	-	-	-	-	0425
9. Wash. headqu.	E8I	E8K	E8H	-	-	-	-	-	0426
10. Squadron	E8J	E8N	E8I	-	-	-	-	-	0427
11. Outside Navy	E8K	E8L	E8J	-	-	-	-	-	0428

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER DECISIONS (CONT.)**

SECTION: Decision Process

SECTION ITEM NO.: 014

DEFINITION:

A series of one-digit responses indicating officers' decisions for various career options.

ITEM(S):

12. Remain in the Navy beyond eligible retirement date
13. Strive for CAPT
14. Strive for flag rank
15. Seek a designator change to Material Professional
16. Obtain designation as a subspecialist
17. Follow my spouse's career
18. Strive for XO assignment
19. Complete SWO PQS
20. Request Dept. Head School
21. Complete EOOW Qual
22. Complete qualification for Command

RESPONSE SCALE:

1. No
2. Undecided
3. Yes



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
12.Remain in	E8L	E8M	E8K	-	-	-	-	-	0429
13.Strive CAPT	E8M	E8O	E8L	-	-	-	-	-	0430
14.Strive Flag	E8N	E8P	E8M	-	-	-	-	-	0431
15.Change to MP	E8O	E8Q	E8N	-	-	-	-	-	0432
16.Obtain Subsp	-	-	E8D	-	-	-	-	-	0433
17.Spouse's	-	-	E8O	-	-	-	-	-	0434
18.XO assign.	-	-	E8P	-	-	-	-	-	0435
19.SWO PQS	-	E8A	-	-	-	-	-	-	0436
20.Dept Head	-	E8B	-	-	-	-	-	-	0437
21.EOOW Qual	-	E8F	-	-	-	-	-	-	0438
22.Command	-	E8G	-	-	-	-	-	-	0439

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CHARACTERISTICS LEADING TO DESIGNATOR CHANGE**

SECTION: Decision Process

SECTION ITEM NO.: 015

DEFINITION:

A series of one-digit responses indicating the importance of various characteristics to officers' decisions to change designator.

ITEM(S):

Please indicate the importance of each of the following to your decision to change designator

1. More shore duty
2. Prepare for career outside of the Navy
3. Greater geographical stability
4. Greater opportunity for promotion
5. To utilize technical education
6. More time with family
7. More interesting and challenging work
8. Develop greater technical skill
9. Failure to progress in previous community
10. Physically unable to continue in previous community
11. Clearer career path
12. Minimal work stress
13. Chance for spouse to develop own interests
14. Recognition for technical accomplishments
15. Greater freedom from hassle
16. Enjoy being a specialist
17. Amount of crisis management
18. Technical control of work
19. Chance to solve technical problems

RESPONSE SCALE:

1. Not Important
- 2.
3. Somewhat Important
- 4.
5. Extremely Important
6. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Shore duty	-	-	-	C3A	-	-	-	-	0440
2. Outside Navy	-	-	-	C3B	-	-	-	-	0441
3. Geographical	-	-	-	C3C	-	-	-	-	0442
4. Promotion	-	-	-	C3D	-	-	-	-	0443
5. Tech. educat.	-	-	-	C3E	-	-	-	-	0444
6. Family	-	-	-	C3F	-	-	-	-	0445
7. Interesting	-	-	-	C3G	-	-	-	-	0446
8. Tech. skill	-	-	-	C3H	-	-	-	-	0447
9. Prev. Commu.	-	-	-	C3I	-	-	-	-	0448
10. Unable to	-	-	-	C3J	-	-	-	-	0449
11. Career path	-	-	-	C3K	-	-	-	-	0450
12. Work stress	-	-	-	C3L	-	-	-	-	0451
13. Spouse inter.	-	-	-	C3M	-	-	-	-	0452
14. Recognition	-	-	-	C3N	-	-	-	-	0453
15. Hassle	-	-	-	C3O	-	-	-	-	0454
16. Specialist	-	-	-	C3P	-	-	-	-	0455
17. Crisis manag.	-	-	-	C3R	-	-	-	-	0456
18. Control work	-	-	-	C3S	-	-	-	-	0457
19. Tech. problem	-	-	-	C3T	-	-	-	-	0458

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EVENTS LEADING TO DESIGNATOR CHANGE**

SECTION: Decision Process

SECTION ITEM NO.: 016

DEFINITION:

A series of one-digit responses indicating the events which lead to the decision to change designators.

ITEM(S):

What events led you to first think about changing designators?

1. Saw notice by current community for application
2. CO/ISIC suggested it
3. Other senior officer in my previous community suggested it
4. Detailer suggested it
5. Sought out by new community
6. Assignments in area
7. Family problems
8. One of my peers changed

RESPONSE SCALE:

1. No
2. N/A
3. Yes

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Saw notice	-	-	-	C4A	-	-	-	-	0459
2. CO/ISIC	-	-	-	C4B	-	-	-	-	0460
3. Senior Off.	-	-	-	C4C	-	-	-	-	0461
4. Detailer	-	-	-	C4D	-	-	-	-	0462
5. Sought out	-	-	-	C4E	-	-	-	-	0463
6. Assignments	-	-	-	C4F	-	-	-	-	0464
7. Family probl.	-	-	-	C4G	-	-	-	-	0465
8. Peers change	-	-	-	C4H	-	-	-	-	0466

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **YEAR STARTED THINKING ABOUT CHANGING DESIGNATOR**

SECTION: Decision Process

SECTION ITEM NO.: 017

DEFINITION:

A two-digit code indicating year in which officer first started thinking about changing designator.

ITEM(S):

Indicate the year you first started thinking about changing designator: 19\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Year thinking	-	-	-	C5	-	-	-	-	0467-0468

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NUMBER OF MONTHS TO DECIDE TO CHANGE DESIGNATOR**

SECTION: Decision Process

SECTION ITEM NO.: 018

DEFINITION:

A two-digit code indicating the number of months it took officer to decide to change designator.

ITEM(S):

Approximately how many months did it take you to  
decide to change your designator: \_\_\_\_\_

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Number of mo.	-	-	-	C6	-	-	-	-	0469-0470

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PREPARATION TO CHANGE DESIGNATOR**

SECTION: Decision Process

SECTION ITEM NO.: 019

DEFINITION:

A series of one-digit responses indicating what officers' did in order to prepare for a designator change.

ITEM(S):

Which of the following did you do specifically to prepare to change designator?

1. Obtain a master's degree
2. Obtain a subspecialty
3. Post-graduate education
4. Seek specific assignment

RESPONSE SCALE:

1. No
2. Yes

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Master's	-	-	-	C7A	-	-	-	-	0471
2. Subspecialty	-	-	-	C7B	-	-	-	-	0472
3. Post-graduate	-	-	-	C7C	-	-	-	-	0473
4. Seek assign.	-	-	-	C7D	-	-	-	-	0474

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **BAD MOVE CHANGING DESIGNATOR**

SECTION: Decision Process

SECTION ITEM NO.: 020

DEFINITION:

A one-digit code indicating whether officer feels he/she made a bad move changing designators.

ITEM(S):

The more I think about it, the more I feel I made a bad move changing my designator:

1. Strongly Disagree
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Strongly Agree

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Bad move	-	-	-	C1	-	-	-	-	0475

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **TIME SPENT THINKING ABOUT DECISION TO CHANGE DESIGNATOR**

SECTION: Decision Process

SECTION ITEM NO.: 021

DEFINITION:

A one-digit code indicating whether more time should have been spent thinking about changing designator.

ITEM(S):

I should have spent more time thinking about changing my designator:

1. Strongly Disagree
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Strongly Agree

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
More Time	-	-	-	C2	-	-	-	-	0476

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION SEA ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 022

DEFINITION:

A series of one-digit responses rating Aviation Sea Assignments on their potential contribution to an aviator career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

SEA ASSIGNMENTS

1. CO - Carrier
2. XO - Carrier
3. XO - LHA

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don't Know



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CO-Carrier	E9A1	-	-	-	-	-	-	-	0477
2. XO-Carrier	E9A2	-	-	-	-	-	-	-	0478
3. XO-LHA	E9A3	-	-	-	-	-	-	-	0479

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION SHIP'S COMPANY ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 023

DEFINITION:

A series of one-digit responses indicating the potential contribution of various Aviation Ship's Company assignments to an aviator's career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

SHIP'S COMPANY (CV, LHA, LPH)

1. Communications Officer
2. Navigator
3. Assistant Navigator
4. Weapons Officer
5. ASW Officer
6. Safety Officer
7. Operations Administrative Assistant
8. Air Operations Officer
9. Strike Operations Officer
10. CIC Officer
11. Assistant for Air Warfare
12. Assistant for ASW
13. Air Boss (Air Officer)
14. Aircraft Handling Officer
15. Catapult Officer
16. Flight Deck Officer
17. Hangar Deck Officer

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Communica.	E9B1	-	-	-	-	-	-	-	0480
2. Navigator	E9B2	-	-	-	-	-	-	-	0481
3. Asst. Navig.	E9B3	-	-	-	-	-	-	-	0482
4. Weapons	E9B4	-	-	-	-	-	-	-	0483
5. ASW Off.	E9B5	-	-	-	-	-	-	-	0484
6. Safety	E9B6	-	-	-	-	-	-	-	0485
7. Op Adm Asst.	E9B7	-	-	-	-	-	-	-	0486
8. Air Op. Off.	E9B8	-	-	-	-	-	-	-	0487
9. Strike Op.	E9B9	-	-	-	-	-	-	-	0488
10. CIC Officer	E9B10	-	-	-	-	-	-	-	0489
11. Asst. Warfa.	E9B11	-	-	-	-	-	-	-	0490
12. Asst. ASW	E9B12	-	-	-	-	-	-	-	0491
13. Air Boss	E9B13	-	-	-	-	-	-	-	0492
14. Aircraft	E9B14	-	-	-	-	-	-	-	0493
15. Catapult	E9B15	-	-	-	-	-	-	-	0494
16. Flight Deck	E9B16	-	-	-	-	-	-	-	0495
17. Hangar Deck	E9B17	-	-	-	-	-	-	-	0496

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION AIR WING ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 024

DEFINITION:

A series of one-digit responses indicating the potential contribution of various Aviation Air Wing assignments to an aviator's career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

AIR WING

1. CAG-Air Wing Commander (Assume it's an O-5 billet)
2. CAG-Air Wing Commander (Assume it's an O-6 billet)
3. Deputy CAG
4. CAG OPS
5. CAG ASW
6. CAG LSO

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CAG 0-5	E9C1	-	-	-	-	-	-	-	0497
2. CAG 0-6	E9C2	-	-	-	-	-	-	-	0498
3. Deputy CAG	E9C3	-	-	-	-	-	-	-	0499
4. CAG OPS	E9C4	-	-	-	-	-	-	-	0500
5. CAG ASW	E9C5	-	-	-	-	-	-	-	0501
6. CAG LSO	E9C6	-	-	-	-	-	-	-	0502

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION SQUADRON ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 025

DEFINITION:

A series of one-digit responses indicating the potential contribution of various Aviation Squadron assignments to an aviator's career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

SQUADRON

1. XO/CO
2. Department Head (DH)-Administration
3. DH-Maintenance
4. DH-Operations
5. DH-Safety
6. DH-Training
7. Aviation Officer (OIC Helo Detachment)

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. XO/CO	E9D1	-	-	-	-	-	-	-	0503
2. Dept Head	E9D2	-	-	-	-	-	-	-	0504
3. DH - Main	E9D3	-	-	-	-	-	-	-	0505
4. DH - Oper.	E9D4	-	-	-	-	-	-	-	0506
5. DH - Safe.	E9D5	-	-	-	-	-	-	-	0507
6. DH - Train.	E9D6	-	-	-	-	-	-	-	0508
7. Avia. Offic.	E9D7	-	-	-	-	-	-	-	0509-

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SWO SEA ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 026

DEFINITION:

A series of one-digit responses indicating the potential contribution of various SWO Sea Assignments to an officer's career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to a SWO career (your community and designator).

SEA ASSIGNMENTS

1. Department Head (DH)-Weapons
2. DH-Engineering
3. DH-OPS
4. DH-CRUDES
5. DH-AMPHIB
6. DH-SERVICE
7. XO-CRUDES
8. XO-Non CRUDES
9. XO-NRF
10. CO-AE
11. CO-DD
12. Flag Aide

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Not Realistic



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Dept. Head	-	E9A1	-	-	-	-	-	-	0510
2. DH-Engineer	-	E9A2	-	-	-	-	-	-	0511
3. DH-OPS	-	E9A3	-	-	-	-	-	-	0512
4. DH-CRUCES	-	E9A4	-	-	-	-	-	-	0513
5. DH-AMPHIB	-	E9A5	-	-	-	-	-	-	0514
6. DH-SERVICE	-	E9A6	-	-	-	-	-	-	0515
7. XO-CRUCES	-	E9A7	-	-	-	-	-	-	0516
8. XO-NON CRU.	-	E9A8	-	-	-	-	-	-	0517
9. XO-NRF	-	E9A9	-	-	-	-	-	-	0518
10.CO-AE	-	E9A10	-	-	-	-	-	-	0519
11.CO-DD	-	E9A11	-	-	-	-	-	-	0520
12.Flag Aide	-	E9A12	-	-	-	-	-	-	0521

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SWO SHORE ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 027

DEFINITION:

A series of one-digit responses indicating the potential contribution of various SWO Shore Assignments to an officer's career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to a SWO career (your community and designator).

SHORE ASSIGNMENTS

1. Shore Support Unit (OIC)
2. SWOS-Basic Instructor
3. NROTC Instructor
4. OCS Instructor
5. Washington Tour-OPNAV
6. Washington Tour-NAV SEA
7. Major Shore Staff
8. Training Command (Enlisted)
9. Service College
10. Overseas Staff-WESTPAC
11. Overseas Staff-EUROPG

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Not Realistic

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Shore Suppor.-		E9B1	-	-	-	-	-	-	0522
2. Basic Instr. -		E9B3	-	-	-	-	-	-	0523
3. NROTC Instr. -		E9B5	-	-	-	-	-	-	0524
4. OCS Instr. -		E9B6	-	-	-	-	-	-	0525
5. OPNAV -		E9B8	-	-	-	-	-	-	0526
6. NAV SEA -		E9B9	-	-	-	-	-	-	0527
7. Major Shore -		E9B10	-	-	-	-	-	-	0528
8. Train. Comm. -		E9B12	-	-	-	-	-	-	0529
9. Service Coll.-		E9B14	-	-	-	-	-	-	0530
10. WESTPAC -		E9B15	-	-	-	-	-	-	0531
11. EUROPG -		E9B16	-	-	-	-	-	-	0532

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION SHORE ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 028

DEFINITION:

A series of one-digit responses indicating the potential contribution of various Aviation Shore Assignments to an officer's career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

SHORE ASSIGNMENT

1. FRS (RAG) Instructor
2. CO/XO-Training Squadron
3. XO-Fleet Replacement Squadron (RAG)
4. CO-Fleet Replacement Squadron (RAG)
5. Test Pilot School
6. Washington Tour
7. Wing Staff
8. Naval Aviation Training Instructor
9. Top Gun Instructor
10. Strike University Instructor

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. FRS Instr.	E9E2	-	-	-	-	-	-	-	0533
2. CO/XO	E9E4	-	-	-	-	-	-	-	0534
3. XO - RAG	E9E5	-	-	-	-	-	-	-	0535
4. CO - RAG	E9E6	-	-	-	-	-	-	-	0536
5. Test Pilot	E9E7	-	-	-	-	-	-	-	0537
6. Wash. Tour	E9E9	-	-	-	-	-	-	-	0538
7. Wing Staff	E9E10	-	-	-	-	-	-	-	0539
8. Instructor	E9E12	-	-	-	-	-	-	-	0540
9. Top Gun	E9E14	-	-	-	-	-	-	-	0541
10. Strike Univ.	E9E15	-	-	-	-	-	-	-	0542

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AWO & SWO SHORE ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 029

DEFINITION:

A series of one-digit responses indicating the potential contribution of various Shore Assignments common to AWO and SWO careers.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to a aviator (SWO) career (your community and designator).

SHORE ASSIGNMENTS

1. Flag Aide
2. Naval Academy Instructor
3. Detailer
4. Recruiting
5. Navy PG School Student

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Flag Aide	E9E1	E9B2	-	-	-	-	-	-	0543
2. Instructor	E9E3	E9B4	-	-	-	-	-	-	0544
3. Detailer	E9E8	E9B7	-	-	-	-	-	-	0545
4. Recruiting	E9E11	E9B11	-	-	-	-	-	-	0546
5. PG School	E9E13	E9B13	-	-	-	-	-	-	0547

NOTES:

Response scale differs in:

SWO - Response number "8" is "Not Realistic" instead of "Don't Know".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GENERAL URL - SPECIALIST VS. GENERAL TRACK**

SECTION: Decision Process

SECTION ITEM NO.: 030

DEFINITION:

A one-digit response indicating whether officer selected the Specialist or General Track.

ITEM(S):

Looking at recent changes in the General URL career path, which of the two options have you selected?

1. Specialist Track
2. General Track
3. Undecided
4. So senior that new path not relevant

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Choice	-	-	E9	-	-	-	-	-	0548

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL ENS BILLETS**

SECTION: Decision Process

SECTION ITEM NO.: 031

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale.

ENS

1. Watch Officer, COMSTA
2. Watch Officer, NAVFAC
3. Public Affairs Officer
4. Admin. Asst./Personnel
5. Naval Base Staff
6. Division Officer, Training Command

RESPONSE SCALE:

1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
5. Substantially Positive
7. Very Positive
8. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. COMSTA	-	-	E10A1	-	-	-	-	-	0549
2. NAVFAC	-	-	E10A2	-	-	-	-	-	0550
3. Pub. Affair.	-	-	E10A3	-	-	-	-	-	0551
4. Admin. Asst	-	-	E10A4	-	-	-	-	-	0552
5. Naval Base	-	-	E10A5	-	-	-	-	-	0553
6. Div. Off.	-	-	E10A6	-	-	-	-	-	0554

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL LTJG BILLETS**

SECTION: Decision Process

SECTION ITEM NO.: 032

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

LTJG

1. Instructor, Nuclear Power School
2. Legal Officer, Training Command
3. Watch Officer, NAVFAC
4. NAVMECDET Manpower Analyst
5. Port Services NAV BASE
6. Admin/Personnel Officer
7. Student Control Officer, Training Command
8. Recruiter

RESPONSE SCALE:

1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Very Positive
8. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Instructor	-	-	E10B1	-	-	-	-	-	0555
2. Legal Offic.	-	-	E10B2	-	-	-	-	-	0556
3. Watch Offic.	-	-	E10B3	-	-	-	-	-	0557
4. NAVMECDET	-	-	E10B4	-	-	-	-	-	0558
5. Port Serv.	-	-	E10B5	-	-	-	-	-	0559
6. Admin/Person.	-	-	E10B6	-	-	-	-	-	0560
7. Stud. Offic.	-	E10B7	-	-	-	-	-	-	0561
8. Recruiter	-	-	E10B8	-	-	-	-	-	0562

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL LT BILLETS

SECTION: Decision Process

SECTION ITEM NO.: 033

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

LT

1. Flag Aide
2. Washington Staff (NMPC, CRUITCOM)
3. Communications Officer
4. PG School Student
5. Division Officer, RTC
6. Major Fleet Staff (COMNAVSURFPAC)
7. Enlisted Programs Officer, NRD
8. Dept Head, PSA

RESPONSE SCALE:

1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Very Positive
8. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Flag Aide	-	-	E10C1	-	-	-	-	-	0563
2. Wash. Staff	-	-	E10C2	-	-	-	-	-	0564
3. Communicate	-	-	E10C3	-	-	-	-	-	0565
4. PG Student	-	-	E10C4	-	-	-	-	-	0566
5. Div. Officer	-	-	E10C5	-	-	-	-	-	0567
6. Major Fleet	-	-	E10C6	-	-	-	-	-	0568
7. Enlist. Prog.	-	-	E10C7	-	-	-	-	-	0569
8. Dept. Head	-	-	E10C8	-	-	-	-	-	0570

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL LCDR BILLETS

SECTION: Decision Process

SECTION ITEM NO.: 034

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

LCDR

1. Joint Staff Assignments
2. XO, PSA
3. Dept Head, Recruiting Area
4. CO, Brig
5. OIC of MEC as Dept Head Equivalent
6. XO, NRD
7. Instructor, USNA

RESPONSE SCALE:

1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Very Positive
8. Don't Know



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Joint Staff	-	-	E10D1	-	-	-	-	-	0571
2. XO, PSA	-	-	E10D2	-	-	-	-	-	0572
3. Dept Head	-	-	E10D3	-	-	-	-	-	0573
4. CO, Brig	-	-	E10D4	-	-	-	-	-	0574
5. OIC of MEC	-	-	E10D5	-	-	-	-	-	0575
6. XO, NRD	-	-	E10D6	-	-	-	-	-	0576
7. Instructor	-	-	E10D7	-	-	-	-	-	0577

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL CDR BILLETS

SECTION: Decision Process

SECTION ITEM NO.: 035

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

CDR

1. Washington Staff (NMPC, CRUITCOM)
2. Major Fleet Staff (COMNAVSURFPAC)
3. XO, Training Command
4. Instructor, Service College
5. Special Asst, Civil Affairs
6. XO, NAVSTA
7. CO, COMSTA
8. CO, NRD

RESPONSE SCALE:

1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Very Positive
8. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Wash. Staff	-	-	E10E1	-	-	-	-	-	0578
2. Major Fleet	-	-	E10E2	-	-	-	-	-	0579
3. XO, Training	-	-	E10E3	-	-	-	-	-	0580
4. Instructor	-	-	E10E4	-	-	-	-	-	0581
5. Special Asst.	-	-	E10E5	-	-	-	-	-	0582
6. XO, NAVSTA	-	-	E10E6	-	-	-	-	-	0583
7. CO, COMSTA	-	-	E10E7	-	-	-	-	-	0584
8. CO, NRD	-	-	E10E8	-	-	-	-	-	0585

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL CAPT BILLETS

SECTION: Decision Process

SECTION ITEM NO.: 036

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

CAPT

1. CO, NAVMEC
2. Instructor, Service College
3. Major Fleet Staff (COMNAVSURFPAC)
4. CO, PSA
5. CO, Training Command
6. Washington Staff (NMPC, CRUITCOM)

RESPONSE SCALE:

1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Very Positive
8. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CO, NAVMEC	-	-	E10F1	-	-	-	-	-	0586
2. Instructor	-	-	E10F2	-	-	-	-	-	0587
3. Major Fleet	-	-	E10F3	-	-	-	-	-	0588
4. CO, PSA	-	-	E10F4	-	-	-	-	-	0589
5. CO, Training	-	-	E10F5	-	-	-	-	-	0590
6. Wash. Staff	-	-	E10F6	-	-	-	-	-	0591

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPORTANCE TO YOU REMAINING IN NAVY**

SECTION: Decision Process

SECTION ITEM NO.: 037

DEFINITION:

A series of one-digit responses indicating the importance of various areas to an officer remaining in the Navy.

ITEM(S):

Please indicate how IMPORTANT each of the following areas are to remaining in the Navy.

1. Number of cruise liberty ports
2. Quality of liberty ports
3. Command duties
4. Family separation
5. Retirement benefits
6. Geographical stability
7. Basic salary
8. Esprit de corps  
Aviation life-style/esprit de corps
9. Recognition for accomplishments
10. Opportunity for operational flying
11. Non-flying assignments
12. Aviation Officer Continuation Pay (AOCP)
13. Aviation Career Incentive Pay (ACIP)
14. Disassociated sea tour
15. Amount of operational flying for 0-4s
16. Amount of operational flying for 0-5s & above
17. Status of my community in the Navy  
Status of SWO community in the Navy

\*Each survey contain  
\*only one of these

\*Each survey contain  
\*only one of these

RESPONSE SCALE:

1. Not At All Important
- 2.
3. Neutral
- 4.
5. Extremely Important
6. Not Applicable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Lib. ports	E10A	E11A	-	-	-	-	-	-	0592
2. Qua. of port	E10B	E11B	-	-	-	-	-	-	0593
3. Duties	E10G	E11C	-	G1I	-	-	-	-	0594
4. Separation	E10H	E11D	-	G1J	-	-	-	-	0595
5. Ret. benefit	E10J	E11E	-	G1L	-	-	-	-	0596
6. Geographic	E10K	E11F	-	G1M	-	-	-	-	0597
7. Salary	E10L	E11G	-	G1N	-	-	-	-	0598
8. Espr. de cor.	E10M	E11H	-	G1O	-	-	-	-	0599
9. Accomplish	E10N	E11I	-	G1P	-	-	-	-	0600
10. Oper. Flying	E10C	-	-	-	-	-	-	-	0601
11. Non-flying	E10D	-	-	-	-	-	-	-	0602
12. AOCIP	E10E	-	-	-	-	-	-	-	0603
13. ACIP	E10F	-	-	-	-	-	-	-	0604
14. Sea tour	E10I	-	-	-	-	-	-	-	0605
15. 0-4's	E10O	-	-	-	-	-	-	-	0606
16. 0-5's	E10P	-	-	-	-	-	-	-	0607
17. Status comm.	-	E11J	-	G1Q	-	-	-	-	0608

NOTES:

Response scale differs in:

DESIG - 1=Not Important 2 3=Somewhat Important 4 5=Extremely Important  
6=N/A

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPORTANCE TO REMAINING AFTER 20 YEARS**

SECTION: Decision Process

SECTION ITEM NO.: 038

DEFINITION:

A series of one-digit responses indicating the importance of various factors in determining whether an officer will remain on active duty after he/she becomes eligible to retire.

ITEM(S):

How important are each of the following in determining whether you will remain on active duty after you become eligible to retire after 20 years?

1. Opportunity for flag rank
2. Opportunity for major command
3. Desire to retire as O-6
4. Opportunity for rewarding assignments
5. Enjoyment of naval service
6. Opportunities for civilian employment
7. Financial benefits
8. Opportunity to develop as specialist
9. Spouse's attitude toward Navy

RESPONSE SCALE:

1. Not Important
- 2.
3. Somewhat Important
- 4.
5. Extremely Important
6. N/A



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Flag rank	-	E10A	E11A	G1A	-	-	-	-	0609
2. Major command	-	E10B	E11B	G1B	-	-	-	-	0610
3. 0-6	-	E10C	E11C	G1C	-	-	-	-	0611
4. Assignments	-	E10D	E11D	G1D	-	-	-	-	0612
5. Enjoyment	-	E10E	E11E	G1E	-	-	-	-	0613
6. Employment	-	E10F	E11F	G1F	-	-	-	-	0614
7. Benefits	-	E10G	E11G	G1G	-	-	-	-	0615
8. Specialist	-	-	-	G1H	-	-	-	-	0616
9. Spouse	-	-	-	G1K	-	-	-	-	0617

NOTES:

Response scale differs in:

SWO - This questionnaire does not offer "N/A" as a response choice.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SATISFACTION WITH ASPECTS OF NAVY**

SECTION: Decision Process

SECTION ITEM NO.: 039

DEFINITION:

A series of one-digit responses indicating satisfaction with various aspects of the Navy.

ITEM(S):

Now, please indicate how SATISFIED you are with the same areas.

1. Number of cruise liberty ports
2. Quality of liberty ports
3. Command duties
4. Family separation
5. Retirement benefits
6. Geographical stability
7. Basic salary
8. Esprit de corps
9. Aviation life-style/esprit de corps
10. Recognition for accomplishments
11. Opportunity for operational flying
12. Non-flying assignments
13. Aviation Officer Continuation Pay (AOCP)
14. Aviation Career Incentive Pay (ACIP)
15. Disassociated sea tour
16. Amount of operational flying for 0-4s
17. Amount of operational flying for 0-5s and above
18. Status of the SWO community in the Navy

\*Each survey contained  
\*only one of these

RESPONSE SCALE:

1. Very Dissatisfied
- 2.
3. Neutral
- 4.
5. Very Satisfied
6. Not Applicable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. No. of ports	E11A	E12A	-	-	-	-	-	-	0618
2. Qual. ports	E11B	E12B	-	-	-	-	-	-	0619
3. Duties	E11G	E12C	-	-	-	-	-	-	0620
4. Separation	E11H	E12D	-	-	-	-	-	-	0621
5. Benefits	E11J	E12E	-	-	-	-	-	-	0622
6. Stability	E11K	E12F	-	-	-	-	-	-	0623
7. Salary	E11L	E12G	-	-	-	-	-	-	0624
8. Esp. de cor.	E11M	E12H	-	-	-	-	-	-	0625
9. Recognition	E11N	E12I	-	-	-	-	-	-	0626
10. Flying	E11C	-	-	-	-	-	-	-	0627
11. Non-flying	E11D	-	-	-	-	-	-	-	0628
12. AOC	E11E	-	-	-	-	-	-	-	0629
13. ACIP	E11F	-	-	-	-	-	-	-	0630
14. Sea tour	E11I	-	-	-	-	-	-	-	0631
15. 0-4's	E11O	-	-	-	-	-	-	-	0632
16. 0-5's	E11P	-	-	-	-	-	-	-	0633
17. Status	-	E12J	-	-	-	-	-	-	0634

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **THINK ABOUT LEAVING NAVY PRIOR TO RETIREMENT**

SECTION: Decision Process

SECTION ITEM NO.: 040

DEFINITION:

A one-digit code indicating the extent to which an officer thinks about leaving the Navy prior to retirement.

ITEM(S):

To what extent do you think about leaving the Navy prior to retirement?

1. To No Extent
2. To A Little Extent
3. To Some Extent
4. To A Considerable Extent
5. To A Very Great Extent

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Prior to retire	E12	E13	E12	-	-	-	-	-	0635

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SEARCH FOR EMPLOYMENT OUTSIDE THE NAVY**

SECTION: Decision Process

SECTION ITEM NO.: 041

DEFINITION:

A one-digit code indicating to what extent an officer would search for employment outside the Navy, within the next year.

ITEM(S):

Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy, within the next year?

1. To No Extent
2. To A Little Extent
3. To Some Extent
4. To A Considerable Extent
5. To A Very Great Extent

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Search for	E13	E14	E13	-	-	-	-	H2	0636

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EX-NAVY FRIENDS WOULD CHOOSE TO LEAVE AGAIN**

SECTION: Decision Process

SECTION ITEM NO.: 042

DEFINITION:

A one-digit code indicating to what extent officers' feel their ex-Navy friends would choose to leave the Navy prior to their retirement.

ITEM(S):

If they had to do it over again, to what extent do you think most of your ex-Navy (now civilian) friends would choose to leave the Navy prior to their retirement?

1. To No Extent
2. To A Little Extent
3. To Some Extent
4. To A Considerable Extent
5. To A Very Great Extent

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Ex-Navy friend	E14	E15	E14	-	-	-	-	-	0637

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DECISION TO LEAVE BASED ON DECISIONS BY FRIENDS**

SECTION: Decision Process

SECTION ITEM NO.: 043

DEFINITION:

A one-digit code indicating to what extent officers' decisions to leave the Navy were based on the decision to leave by fellow Navy officer friends.

ITEM(S):

To what extent was your decision to leave the Navy based on the decision to leave by fellow Navy officer friends who left or were leaving?

1. Not at all
2. To a Little Extent
3. To Some Extent
4. To a Considerable Extent
5. To a Great Extent

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Navy friends	-	-	-	-	C16	C18	-	-	0638

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DECISION TO LEAVE WILL INFLUENCE NAVY FRIENDS TO LEAVE**

SECTION: Decision Process

SECTION ITEM NO.: 044

DEFINITION:

A one-digit code indicating whether officers' decision to leave active duty will influence fellow Navy officers to leave the Navy.

ITEM(S):

To what extent do you think your decision to leave active duty influenced or will influence fellow Navy officers to leave the Navy?

1. Not at all
2. To a Little Extent
3. To Some Extent
4. To a Considerable Extent
5. To a Great Extent

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Influence others	-	-	-	-	C17	C19	-	-	0639

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SATISFACTION OF FRIENDS WHO LEFT NAVY**

SECTION: Decision Process

SECTION ITEM NO.: 045

DEFINITION:

A one-digit code indicating how satisfied officers' feel their friends are who left the Navy for a civilian career.

ITEM(S):

In general, how satisfied do you think your friends are who have left the Navy for a civilian career?

1. Very satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Dissatisfied
5. Very dissatisfied

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Satis. friends	E15	E16	-	-	-	-	-	-	0640

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NUMBER OF YEARS YOU HAVE GOOD IDEA OF CAREER PATH**

SECTION: Decision Process

SECTION ITEM NO.: 046

DEFINITION:

A two-digit code indicating approximate years in which an officer has a relatively clear idea of career path.

ITEM(S):

Looking at your (GURL or SWO or AVIATION) career, for approximately how many years from now do you have a relatively clear idea of what your career path (billets, promotions, etc.) will be?

1. Less than 1 year
2. 1-4 years
3. 5-8 years
4. 9-12 years
5. 13-16 years
6. 17-20 years
7. More than 20 years

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Good Idea	E16	E17	E15	G2	-	-	-	-	0641-0642

NOTES:

Response scale differs in:

GURL - Choices range from 0 to 29

DESIG - Question is open-ended. Any number of years is acceptable.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW ATTRACTIVE DOES CAREER PATH APPEAR**

SECTION: Decision Process

SECTION ITEM NO.: 047

DEFINITION:

A one-digit code indicating attractiveness of career path to an officer.

ITEM(S):

How attractive does your (SWO or AVIATION) present career path appear to you?

1. Very Unattractive
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Attractive

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Attractive	E17	E18	-	G3	-	-	-	-	0643

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW ATTRACTIVE WOULD OVERTOUR BE**

SECTION: Decision Process

SECTION ITEM NO.: 048

DEFINITION:

A one-digit code indicating how attractive an overtour of up to six months would be received by officer.

ITEM(S):

If notified in advance how would an overtour of up to six months be received by you?

1. Very Negatively
- 2.
- 3.
4. Neutral
- 5.
6. Very Positively
7. Don't Know

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Overtour	-	E19	-	-	-	-	-	-	0644

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DECISION WAS MADE TO RESIGN OR STAY**

SECTION: Decision Process

SECTION ITEM NO.: 049

DEFINITION:

A one-digit code indicating when career decision was made to either resign or stay in the Navy.

ITEM(S):

If you have made a career decision either to remain or resign from the Navy, when did you make this decision?

When did you first decide to resign, as opposed to retire from active duty service?

\* Each survey  
\* contained  
\* only  
\* one  
\* of  
\* these  
\* questions  
\*

1. Before entering the Navy
2. Before I got my wings
3. During my first sea tour
4. During my first shore tour
5. During my second sea tour
6. During my second shore tour
7. Other
8. Not applicable-have not made the decision

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Decision Made	E18	-	-	-	C5	C5	-	-	0645

NOTES:

Response scale differs in:

WOR: 1=Before I got my warfare device (e.g., wings). 2=During my first sea tour. 3=During my first shore tour. 4=During my second sea tour. 5=During my second shore tour. 6=After my second shore tour

GOR: 1=Before I got my commission. 2=1-2 years after I got my commission. 3=3-4 years after I got my commission. 4=5-6 years after I got my commission 5=7-8 years after I got my commission 6=9-10 years after I got my commission 7=More than 10 years after I got my commissi:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW LONG PLAN TO REMAIN ON ACTIVE DUTY**

SECTION: Decision Process

SECTION ITEM NO.: 050

DEFINITION:

A one-digit code indicating how long officer planned to be on active duty after receiving commission.

ITEM(S):

Thinking back to when you received your commission, approximately how long did you plan to be on active duty?

1. Until my obligation was up.
2. Probably no more than 10 years
3. Probably no more than 15 years
4. Probably no more than 20 years
5. More than 20 years
6. I really had no firm time period in mind

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Remain active	-	-	-	-	C4	C4	-	-	0646

NOTES.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PLANS TO JOIN NAVAL RESERVE**

SECTION: Decision Process

SECTION ITEM NO.: 051

DEFINITION:

A one-digit code indicating whether officer plans to join naval reserve.

ITEM(S):

If you are resigning from the Navy, do you plan to join the naval reserve?

1. No
2. Uncertain
3. Yes
4. Not applicable

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Naval reserve	E19	E20	-	G4	-	-	-	-	0647

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DID YOU JOIN NAVY RESERVES

SECTION: Decision Process

SECTION ITEM NO.: 052

DEFINITION:

A one-digit code indicating whether officer joined US Navy Reserves after leaving active duty.

ITEM(S):

When you left active duty service, did you join the US Navy Reserves?

1. Yes
2. No
3. No, but plan to join
4. Not eligible

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Navy Reserve	-	-	-	-	C6	C6	-	-	0648

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ARE YOU STILL IN ACTIVE RESERVES**

SECTION: Decision Process

SECTION ITEM NO.: 053

DEFINITION:

A one-digit code indicating whether officer is still in the active reserves.

ITEM(S):

Are you still in the active reserves, if you joined up?

1. Yes
2. No
3. Not applicable

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Active Reserve	-	-	-	-	C7	C7	-	-	0649

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CIVILIAN JOB WAITING**

SECTION: Decision Process

SECTION ITEM NO.: 054

DEFINITION:

A one-digit code indicating whether officer has a civilian job waiting.

ITEM(S):

If you are planning to resign from the Navy (or have submitted your letter of resignation) do you have a civilian job waiting?

1. No
2. Uncertain
3. Yes
4. Not applicable

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Job waiting	E20	E21	-	G5	-	-	-	-	0650

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PRIOR TO RESIGNATION, CIVILIAN JOB IN HAND**

SECTION: Decision Process

SECTION ITEM NO.: 055

DEFINITION:

A one-digit code indicating whether officer had a civilian job in hand prior to resigning.

ITEM(S):

Prior to submitting your letter of resignation,  
did you have a civilian job "in hand"?

1. Yes
2. No

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Civilian job	-	-	-	-	C8	C8	-	-	0651

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: TO WHAT DEGREE NEW JOB LINED UP

SECTION: Decision Process

SECTION ITEM NO.: 056

DEFINITION:

Nine one-digit codes indicating to what degree an officer had a new job lined up when leaving active duty service.

ITEM(S):

When you left active duty service, to what degree did you have a new job lined up? (Please check all the appropriate responses.)

1. I had no idea what I was going to do.
2. I had sought out relevant information about jobs.
3. I had decided the type of job and location I wanted.
4. I had held initial interviews with prospective employers.
5. I had held follow-up interviews with employers interested in me.
6. A realistic job offer had been made to me.
7. I had accepted a job offer.
8. Not applicable-I knew that I would be self-employed.
9. Not applicable-I had not looked for a job.

RESPONSE SCALE:

Coded "1" if item was checked.

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. No idea	-	-	-	-	C9A	C9A	-	-	1629
2. Sought out	-	-	-	-	C9B	C9B	-	-	1630
3. I decided	-	-	-	-	C9C	C9C	-	-	1631
4. Interviews	-	-	-	-	C9D	C9D	-	-	1632
5. Follow-up	-	-	-	-	C9E	C9E	-	-	1633
6. Realistic	-	-	-	-	C9F	C9F	-	-	1634
7. Accepted	-	-	-	-	C9G	C9G	-	-	1635
8. Self-employ	-	-	-	-	C9H	C9H	-	-	1636
9. Not applicabl	-	-	-	-	C9I	C9I	-	-	1637

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFORMATION ON CIVILIAN HIRING OPPORTUNITIES**

SECTION: Decision Process

SECTION ITEM NO.: 057

DEFINITION:

A one-digit code indicating officers' principal source of information on civilian hiring opportunities.

ITEM(S):

What is your principal source of information about civilian hiring opportunities in aviation?

1. Fellow naval aviators
2. Mass media
3. Civilian pilots
4. Written materials
5. Other

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Source of info E21	-	-	-	-	FA5	-	-	-	0653

NOTES:

Question and response scale differs in:

WOR - What was your principal source of information about civilian hiring opportunities?

1=Fellow Navy Aviators 2=Mass media 3=Civilian aviators  
4=Civilian employment firms 5=Civilian friends/family 6=FAPA  
information 7=Other (please specify)

This question is in WOR, for AWOs only.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **TYPE OF JOB IN CIVILIAN LIFE**

SECTION: Decision Process

SECTION ITEM NO.: 058

DEFINITION:

A one-digit code indicating type of job officer will have in civilian life.

ITEM(S):

Which of the following best describes the type of job you will have in civilian life?

1. Civilian aviation/pilot
2. Civilian aviation/administration
3. Government
4. Education
5. Business
6. Professional
7. Other
8. Uncertain
9. Not applicable

\*In AWO  
\*survey only

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Type of job	E22	E22	-	-	-	-	-	-	0654

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CONTINUITY IN NAVY AND CIVILIAN JOBS**

SECTION: Decision Process

SECTION ITEM NO.: 059

DEFINITION:

A one-digit code indicating the degree of continuity between Navy training and experience and civilian job.

ITEM(S):

To what extent was your Navy experience and training useful in your civilian job(s)? That is, was there some continuity, or was it like starting your career all over again?

1. Not at all
2. To a Little Extent
3. To Some Extent
4. To a Considerable Extent
5. To a Great Extent

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Continuity	-	-	-	-	C10	C10	B4	-	0655

NOTES:

Response scale differs in:

RET - 1=Like Starting a New Career 2=A Little Continuity 3=Some  
Continuity 4=Moderate Continuity 5=A Lot of Continuity

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INCOME FIRST YEAR OUT OF ACTIVE DUTY**

SECTION: Decision Process

SECTION ITEM NO.: 060

DEFINITION:

A one-digit code indicating approximate income first year out of active duty service.

ITEM(S):

What was your approximate gross income your first year out of active duty service (including any bonuses)?

1. Less than \$20,000
2. \$20,000-\$27,500
3. \$27,501-\$35,000
4. \$35,001-\$42,500
5. \$42,501-\$50,000
6. \$50,001-\$57,500
7. \$57,501-\$65,000
8. More than \$65,000

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Income	-	-	-	-	C12	C12	-	-	0656

NOTES:

In GOR questionnaire, respondent is asked specifically to include any bonuses.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CURRENT INCOME**

SECTION: Decision Process

SECTION ITEM NO.: 061

DEFINITION:

A one-digit code indicating approximate current income.

ITEM(S):

What is your approximate current income?

1. Less than \$20,000
2. \$20,000-\$27,500
3. \$27,501-\$35,000
4. \$35,001-\$42,500
5. \$42,501-\$50,000
6. \$50,001-\$57,500
7. \$57,501-\$65,000
8. More than \$65,000

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Current Income	-	-	-	-	C14	C14	A9	-	0657

NOTES:

Response scale differs in:

RET - Not applicable is included as a response choice.  
This response choice was coded as "0".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **TOTAL COMBINED FAMILY INCOME**

SECTION: Decision Process

SECTION ITEM NO.: 062

DEFINITION:

A one-digit code indicating total combined family income.

ITEM(S):

What is your total combined family income?

1. Less than \$20,000
2. \$20,000-\$30,000
3. \$30,001-\$40,000
4. \$40,001-\$50,000
5. \$50,001-\$60,000
6. \$60,001-\$70,000
7. \$70,001-\$80,000
8. More than \$80,000

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Total Income	-	-	-	-	-	C15	-	-	0658

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INTEREST IN MP CAREER PATH**

SECTION: Decision Process

SECTION ITEM NO.: 063

DEFINITION:

A one-digit code indicating to what extent an officer would be interested in the Material Professional career path.

ITEM(S):

At the appropriate point in your career, to what extent would you be interested in the Material Professional career path, which enable CDRs and CAPTs to concentrate exclusively on material acquisition, logistics, material support and maintenance?

1. Not at all
2. To a small extent
3. To some extent
4. To a great extent
5. To a very great extent
6. I am too senior

RESPONSE SCALE.

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
MP Path	-	-	E16	-	-	-	-	-	0659

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPACT OF DOPMA ON ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 064

DEFINITION:

A one-digit code indicating the impact of DOPMA on assignments.

ITEM(S):

The impact of the Defense Officer Personnel  
Management Act (DOPMA) on my assignments will be:

1. Very Positive
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Negative
8. Don't Know

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
DOPMA	-	-	E17	-	-	-	-	-	0660

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPACT OF DOPMA ON PROMOTIONS**

SECTION: Decision Process

SECTION ITEM NO.: 065

DEFINITION:

A one-digit code indicating the impact of DOPMA on promotions.

ITEM(S):

The impact of DOPMA on my promotions will be:

1. Very Positive
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Negative
8. Don't Know

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
DOPMA	-	-	E18	-	-	-	-	-	0661

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **RELOCATED SINCE RETIREMENT**

SECTION: Decision Process

SECTION ITEM NO.: 066

DEFINITION:

A two-digit code indicating number of times officer has relocated since retirement.

ITEM(S):

How many times have you relocated since you retired from the Navy\_\_\_\_\_?

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Relocated	-	-	-	-	-	-	A8	-	0662-0663

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW INDIVIDUALS MAKE CAREER DECISIONS**

SECTION: Decision Process

SECTION ITEM NO.: 067

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning the decision making process.

ITEM(S):

Listed below is a series of statements representing how individuals go about making important career decisions. Please indicate your level of agreement with each statement.

1. I plan my important career decisions carefully
2. My career decisions are based on facts, not opinions
3. I consider the positive and negative outcomes of any important career decision to be made
4. I have benefited from my past mistakes in that I make better decisions today about my career
5. When making career decisions, I analyze my past career decisions
6. I consider my options before making career decisions
7. I make important career decisions in a logical and systematic way
8. My career decision making requires careful thought
9. I double-check my information sources to be sure I have the right facts before making career decisions
10. Often I see each of my career decisions as stages in my progress toward a definite goal
11. I often make important career decisions without hesitation
12. When making career decisions, I rely upon my instincts
13. When I make career decisions, I tend to rely on my intuition

RESPONSE SCALE:

1. Strongly Disagree
2. Disagree
3. Not Sure
4. Agree
5. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Carefully	-	-	-	-	-	-	-	I1	0664
2. Facts	-	-	-	-	-	-	-	I2	0665
3. Pros & Cons	-	-	-	-	-	-	-	I3	0666
4. Better today	-	-	-	-	-	-	-	I4	0667
5. Analyze past	-	-	-	-	-	-	-	I5	0668
6. Options	-	-	-	-	-	-	-	I6	0669
7. Logical way	-	-	-	-	-	-	-	I7	0670
8. Thought	-	-	-	-	-	-	-	I8	0671
9. Check source	-	-	-	-	-	-	-	I9	0672
10. Stages/goal	-	-	-	-	-	-	-	I10	0673
11. Hesitation	-	-	-	-	-	-	-	I11	0674
12. Instincts	-	-	-	-	-	-	-	I12	0675
13. Intuition	-	-	-	-	-	-	-	I13	0676

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW INDIVIDUALS MAKE CAREER DECISIONS (CONT.)**

SECTION: Decision Process

SECTION ITEM NO.: 067

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning the decision-making process.

ITEM(S):

14. I rarely consider my options before making career decisions
15. I am often unable to give a rational reason for my decisions about my career
16. I generally make career decisions which feel right to me
17. My career decisions are often made spontaneously
18. When I make a career decision, it is more important to me to feel the decision is right than to have to have a rational reason for it
19. When I make a decision about my career, I trust my inner feelings and reactions
20. I don't really think about a career decision; it's in the back of my mind for awhile, then suddenly it will hit me and I know what I will do
21. When making a career decision, I consider the various options in terms of reaching a specific goal
22. I find it difficult to make important career decisions alone
23. I never postpone making important career decisions
24. I am concerned about the popularity of my career decisions
25. I often need the assistance of other people when making important decisions about my career
26. I rarely make important career decisions without consulting other people

RESPONSE SCALE:

1. Strongly Disagree
2. Disagree
3. Not Sure
4. Agree
5. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
14.Rarely cons.	-	-	-	-	-	-	-	I14	0677
15.Rational	-	-	-	-	-	-	-	I15	0678
16.Feel right	-	-	-	-	-	-	-	I16	0679
17.Spontaneous	-	-	-	-	-	-	-	I17	0680
18.Important	-	-	-	-	-	-	-	I18	0681
19.Trust inner	-	-	-	-	-	-	-	I19	0682
20.Don't think	-	-	-	-	-	-	-	I20	0683
21.Reach goal	-	-	-	-	-	-	-	I21	0684
22.Make alone	-	-	-	-	-	-	-	I22	0685
23.Never postp.	-	-	-	-	-	-	-	I23	0686
24.Popularity	-	-	-	-	-	-	-	I24	0687
25.Assistance	-	-	-	-	-	-	-	I25	0688
26.Consult other-	-	-	-	-	-	-	-	I26	0689

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW INDIVIDUALS MAKE CAREER DECISIONS (CONT.)**

SECTION: Decision Process

SECTION ITEM NO.: 067

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning the decision-making process.

ITEM(S):

27. If I have the support of others, it is easier for me to make important career decisions
28. I avoid making an important career decision until it must be done
29. I use the advice of other people in making my important career decisions
30. I am influenced by the opinions of friends when I am making important decisions about my career
31. I often make career decisions based on what other people think, rather than on what I would really like to do
32. I like to have someone to steer me in the right direction when I am faced with important career decisions
33. I would rather do just about anything than make an important decision about my career
34. I avoid making important career decisions until the pressure is on
35. I postpone career decision making whenever possible
36. I often procrastinate when it comes to making important decisions about my career
37. I generally make important career decisions at the last minute
38. I put off making many career decisions because thinking about them makes me uneasy

RESPONSE SCALE:

1. Strongly Disagree
2. Disagree
3. Not Sure
4. Agree
5. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
27.Support	-	-	-	-	-	-	-	I27	0690
28.Avoid	-	-	-	-	-	-	-	I28	0691
29.Advice	-	-	-	-	-	-	-	I29	0692
30.Opinions	-	-	-	-	-	-	-	I30	0693
31.Others think	-	-	-	-	-	-	-	I31	0694
32.Steer me	-	-	-	-	-	-	-	I32	0695
33.Rather do	-	-	-	-	-	-	-	I33	0696
34.Pressured	-	-	-	-	-	-	-	I34	0697
35.Postpone	-	-	-	-	-	-	-	I35	0698
36.Procrastinate	-	-	-	-	-	-	-	I36	0699
37.Last min.	-	-	-	-	-	-	-	I37	0700
38.Put off	-	-	-	-	-	-	-	I38	0701

NOTES:

**APPENDIX G**  
**CAREER MANAGEMENT**



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IDENTITY TIED TO COMMUNITY OR NAVY OFFICER**

SECTION: Career Management

SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating whether officers' identity is tied to community or Navy officer.

ITEM(S):

On the scale below, check the statement which most applies to you.

1. I am a (General URL officer, aviator, surface warfare specialist).
2. I am primarily a (General URL officer, aviator, surface warfare specialist) and secondarily a Navy officer.
3. I am equal balance of both.
4. I am primarily a Navy officer and secondarily a (General URL officer, aviator, surface warfare specialist).
5. I am a Navy officer.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Identity	F1	F1	F1	H23	FA2	-	-	-	0702

NOTES:

Question and response scale differs in:

WOR - Question appears in WOR, for AWOs only. Question is worded  
"While in the Navy, which statement most applied to you?".

SWO - This survey contains the response option "Other".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER MANAGEMENT**

SECTION: Career Management

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning community.

ITEM(S):

Using (your warfare specialty, surface warfare, or 110Xs) as your community, please respond to the below items.

1. My specialty community has some programs to help me with my career which are different from other Navy communities such as (aviation, surface warfare).
2. My community tries to take care of its own in regards to promotion.
3. Officers in other communities get the billets which contribute most to their Navy careers
4. It is important to have someone available with whom I am comfortable and trust to discuss my career
5. My senior officers interact with me frequently
6. I use senior officers as role models when I make career decisions
7. I have been counseled on how the Navy's career system works for members of my community
8. I have been counseled on the Navy career opportunities outside my community
9. I have had good counsel on the Navy's norms and values for officers.
10. Officers need a special career counseling system for them
11. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments
12. I have been counseled on the "blind alleys" which might kill my Navy career
13. I have been counseled on the "tickets" which have to be punched so that I can reach my career goals in the Navy

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Uncertain
- 5.
- 6.
7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Diff. Progr.	F2	F2	F2	-	-	-	-	-	0703
2. Takes care	F4	F4	F3	-	-	-	-	-	0704
3. Billets	F5	F6	F4	-	-	-	-	-	0705
4. Trust	F6	F8	F5	-	-	-	-	-	0706
5. Interact	F7	F9	F23	-	-	-	-	-	0707
6. Role models	F8	F10	F33	-	-	-	-	-	0708
7. Career syst.	F9	F11	F34	-	-	-	-	-	0709
8. Opportunity	F10	F13	F35	-	-	-	-	-	0710
9. Norm & value	F12	F16	F6	-	-	-	-	-	0711
10. Need counsel	F13	F19	F8	-	-	-	-	-	0712
11. Infor. net.	F16	F7	F7	-	-	-	-	-	0713
12. Blind alleys	F17	F14	F38	-	-	-	-	-	0714
13. Tickets	F18	F15	F36	-	-	-	-	-	0715

NOTES:

## PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER MANAGEMENT2**

SECTION: Career Management

SECTION ITEM NO.: 002

### DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning community.

### ITEM(S):

14. I have a close, personal relationship with a considerably more senior officer who serves as mentor for my career
15. My specialty community has a higher rate of promotion for senior officers than other aviation communities
16. Visibility is very important at this stage in my Navy career
17. It is almost essential for me to be sponsored by someone senior if I want to advance in the Navy
18. I have been counseled on the timing and proper career progression which will help me reach my career goals in the Navy
19. Increased emphasis on department head specialization will increase department readiness
20. The increasing demands being placed on officers are reaching undesirable proportions
21. More emphasis should be placed on developing the technical competence of division heads rather than department heads
22. Increased specialization will result in officers who are less prepared to deal with problems they will face as an XO/CO
23. Rotating division officers should help these officers become better department heads
24. Most officers are technically well prepared, it is the non-technical factors that differentiate the good from bad performer
25. No department head job is better than another in preparing an officer to be CO
26. Most department heads are technically well prepared; the problem for most officers is in the transition from technical expert (division officer) to manager (department head)

### RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Uncertain
- 5.
- 6.
7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
14.Mentor	F19	F17	F39	-	-	-	-	-	0716
15.Promotion	F3	F3	-	-	-	-	-	-	0717
16.Visibility	F14	F20	-	-	-	-	-	-	0718
17.Sponsored	F15	F5	-	-	-	-	-	-	0719
18.Timing	F11	-	-	-	-	-	-	-	0720
19.Dept. Head	-	F21	-	-	-	-	-	-	0721
20.Demands	-	F22	-	-	-	-	-	-	0722
21.Tech. Comp.	-	F23	-	-	FB1	-	-	-	0723
22.Specializat.	-	F24	-	-	-	-	-	-	0724
23.Rotating	-	F25	-	-	-	-	-	-	0725
24.Well prepared-	-	F26	-	-	FB2	-	-	-	0726
25.No dept head	-	F27	-	-	-	-	-	-	0727
26.Transition	-	F28	-	-	-	-	-	-	0728

NOTES:

These questions are a continuation of "Career Management".

Response scale differs in:

WOR - 1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree 5=Strongly Agree

This question is in WOR, for SWOs only.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER MANAGEMENT3**

SECTION: Career Management

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning officers' community.

ITEM(S):

27. As a General URL Officer, I have frequently been assigned to billets that career-oriented officers from other communities would find unacceptable
28. As a junior officer, senior officers from my community have been (were) very supportive
29. My leadership experience is adequately represented in the documentation reviewed for decisions involving my assignment/promotion
30. Performance being equal, my chances of being selected for a career enhancing 1000 designated billet are equal to a warfare specialist officer
31. It is clear to me how the Navy defines a "leadership role"
32. The billets which General URL officers are eligible for are some of the Navy's most important jobs
33. General URL officers are held in high esteem by the rest of the Navy
34. General URL officers have a very strong feeling of community
35. Command/Program Management is (was) my optimum goal in the Navy
36. Leadership assignments outside of the subspecialty area can be harmful to an 110X officer's career
37. The new Specialist Track is more appealing to me than the General Track
38. I think that General URL officers in the General Track will have a better chance for promotion than individuals in the Specialist Track

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Uncertain
- 5.
- 6.
7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
27.Unacceptable	-	-	F9	-	-	F1	-	-	0729
28.Supportive	-	-	F10	-	-	-	-	-	0730
29.Leadership	-	-	F11	-	-	-	-	-	0731
30.Selected 1100-	-	-	F12	-	-	-	-	-	0732
31.Leader role	-	-	F13	-	-	-	-	-	0733
32.Important	-	-	F14	-	-	F2	-	-	0734
33.High esteem	-	-	F15	-	-	F4	-	-	0735
34.Strong feel.	-	-	F16	-	-	F5	-	-	0736
35.Command/Prog.	-	-	F17	-	-	-	-	-	0737
36.110X career	-	-	F18	-	-	-	-	-	0738
37.Specialist	-	-	F19	-	-	-	-	-	0739
38.General Track-	-	-	F20	-	-	-	-	-	0740

NOTES:

These questions are a continuation of "Career Management" and "Career Management2".

Response scale differs in:

GOR - 1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree 5=Strongly Agree



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER MANAGEMENT4**

SECTION: Career Management

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning officers' community.

ITEM(S):

39. To me, the Specialist Track is more prestigious than the General Track
40. Instead of "up or out", a career path should exist that enables a person to remain in the Navy for their entire career at the LT, LCDR, or CDR level, as long as they are performing satisfactorily
41. The Navy will not be able to develop viable career paths for many of the subspecialties comprising the Specialty Track
42. The specification of two career tracks makes career progression less ambiguous than it was previously
43. The Specialist Track affords a good opportunity for geographical stability
44. Available information on subspecialties helps (helped) me to decide which subspecialty I should pursue to advance in my career
45. Available information on subspecialties provides (provided) me with a clear idea on how to obtain a subspecialty
46. The 1050 billets that are actually recoded to 1000 will help make the General URL community more competitive with the warfare communities when promotions are considered
47. A career path (or paths) for General URLs after CDR command is clear (to be answered by LCDRs through Capt)
48. The Navy is anxious to retain General URL officers beyond 20 years of service (to be answered by CDRs and above)
49. Detailers provide useful information on subspecialties
50. I am actively involved in an informal support network within the 110X community
51. I am actively involved in a formal professional association or network

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Uncertain
- 5.
- 6.
7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
39.Prestigious	-	-	F21	-	-	-	-	-	0741
40.Up or Out	-	-	F22	-	-	-	-	-	0742
41.Viable paths	-	-	F24	-	-	-	-	-	0743
42.Two tracks	-	-	F25	-	-	-	-	-	0744
43.Stability	-	-	F26	-	-	-	-	-	0745
44.Subspecialty	-	-	F27	-	-	-	-	-	0746
45.Clear idea	-	-	F28	-	-	-	-	-	0747
46.1050 billets	-	-	F29	-	-	-	-	-	0748
47.Clear for CDR-	-	-	F30	-	-	-	-	-	0749
48.Retain/20 yr.-	-	-	F31	-	-	-	-	-	0750
49.Detailers	-	-	F32	-	-	-	-	-	0751
50.Informal	-	-	F41	-	-	-	-	-	0752
51.Formal	-	-	F42	-	-	-	-	-	0753

NOTES:

These questions are a continuation of "Career Management" and "Career Management2", & "3".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER MANAGEMENT5**

SECTION: Career Management

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning officers' community.

ITEM(S):

- 52. I have been counseled on the "right" contacts to make to help further my Navy career
- 53. I have counseled a more junior officer in career-related matters
- 54. As a division officer, technical competence was more important to my job performance than general managerial skills
- 55. For department heads, general managerial skills were more important for good performance than technical competence
- 56. The best XO's/CO's were officers who were generalists rather than specialists
- 57. A good career counseling system for General URLs probably would have prevented me from leaving the Navy
- 58. When contemplating whether or not to leave the Navy, I was aware of the possibility of switching designators (e.g. to Restricted Line Staff, or Surface Warfare)

RESPONSE SCALE:

- 1. Strongly Disagree
- 2.
- 3.
- 4. Uncertain
- 5.
- 6.
- 7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
52.Contacts	-	F12	F37	-	-	-	-	-	0754
53.Jun. Officer	-	F18	F40	-	-	-	-	-	0755
54.Div. Officer	-	-	-	-	FB3	-	-	-	0756
55.Dept. Head	-	-	-	-	FB4	-	-	-	0757
56.XOs/COs	-	-	-	-	FB5	-	-	-	0758
57.Prevented	-	-	-	-	-	F6	-	-	0759
58.Aware of	-	-	-	-	-	F7	-	-	0760

NOTES:

These questions are a continuation of "Career Management", "Career Management2", "Career Management3", and "Career Management4".

Response scale differs in: WOR & GOR

1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree 5=Strongly Agree

Questions in WOR are for SWOs only

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **REVISIONS TO SWO CAREER PATH**

SECTION: Career Management

SECTION ITEM NO.: 003

DEFINITION:

A one-digit code which expressed officers' opinions of SWO career path changes.

ITEM(S):

Recent revisions in the SWO career path were introduced to increase an officers' technical competence and experience base, especially at the department head level. Which of the following best summarizes your opinion of these changes?

1. The SWO career changes are a step in the right direction. We need more emphasis on specialization.
2. The SWO career changes have produced the right balance between a specialist and generalist orientation.
3. The SWO career changes represent a setback. SWOs should be generalists and not specialists.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
SWO changes	-	F29	-	-	-	-	-	-	0761

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPACT OF NEW SWO PATH ON PERFORMANCE**

SECTION: Career Management

SECTION ITEM NO.: 004

DEFINITION:

A one-digit response reflecting officers' opinion of how new SWO career will impact on fleet performance/readiness.

ITEM(S):

Which of the following best reflects your opinion of how the new SWO career will impact on fleet performance/readiness?

1. Fleet readiness will be greatly improved.
2. Fleet readiness will be somewhat improved.
3. Fleet readiness will not be effected.
4. Fleet readiness will be somewhat reduced.
5. Fleet readiness will be greatly reduced.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Fleet perform.	-	F30	-	-	-	-	-	-	0762

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **OFFICERS IN MY COMMUNITY MAKE FLAG RANK**

SECTION: Career Management

SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating whether officers' feel that officers in their community make flag rank more than officers in other communities.

ITEM(S):

In comparison with other communities, officers in my community make flag rank:

1. Very Infrequently
- 2.
- 3.
4. At the same rate
- 5.
- 6.
7. Very Frequently

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Flag Rank	F20	F31	-	-	-	-	-	-	0763

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPORTANCE FOR MAKING FLAG RANK**

SECTION: Career Management

SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses indicating the importance of various factors for making flag rank.

ITEM(S):

Rate the importance of each of the following,  
within your community, for making flag rank.

1. High Specialization
2. Generalist (not overspecialized)
3. Superb performance
4. Have right contacts
5. Have punched the right tickets

RESPONSE SCALE:

1. Of no importance
2. Of little importance
3. Of moderate importance
4. Of considerable importance
5. Of utmost importance

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Specializ.	F21A	F32A	-	G10A	-	-	-	-	0764
2.Generalist	F21B	F32B	-	G10B	-	-	-	-	0765
3.Subperb	F21C	F32C	-	G10C	-	-	-	-	0766
4.Right Cont.	F21D	F32D	-	G10D	-	-	-	-	0767
5.Tickets	F21E	F32E	-	G10E	-	-	-	-	0768

NOTES:

Response scale differs in:

DESIG - 1=Of no importance 2 3=Of moderate importance 4 5=Of utmost importance

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ATTRACTIVENESS OF A DESIGNATOR CHANGE**

SECTION: Career Management

SECTION ITEM NO.: 007

DEFINITION:

A series of one-digit responses indicating how attractive a designator change would be to the officer.

ITEM(S):

How attractive would a designator change be...

1. if it would allow you to remain in the cockpit, or next to your present airplane, for a full career (including opportunity for promotion to 0-6)?
2. if you were guaranteed to be in the cockpit for a full career, regardless of the type of plane or mission you would be involved with?
3. if you were expected to maintain a standard sea/shore tour rotation pattern with the change specified in item b?
4. if it included division officer and department head duties but did not include any opportunity to command a squadron?

RESPONSE SCALE:

1. Very Unattractive
2. Unattractive
3. Neither Attractive Nor Unattractive
4. Attractive
5. Very Attractive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Cockpit	F22A	-	-	-	-	-	-	-	0769
2.Guaranteed	F22B	-	-	-	-	-	-	-	0770
3.Sea/Shore	F22C	-	-	-	-	-	-	-	0771
4.Include duty	F22D	-	-	-	-	-	-	-	0772

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFLUENCE OFFICERS PRESENTLY HAVE/POLICY**

SECTION: Career Management

SECTION ITEM NO.: 008

DEFINITION:

A series of one-digit responses indicating how much influence officers presently have over policies.

ITEM(S):

How much say or influence do you think each of the following officers presently have over the career policies and practices within your community?

1. Yourself
2. Other officers you work with (in general)
3. Your CO
4. Other COs in your wing
5. The wing commander
6. Detailers
7. Placement officers
8. The aviation community manager
9. DCNO (Air Warfare)

RESPONSE SCALE:

1. None
2. Little
3. Some
4. Quite A Bit
5. Very Much

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Yourself	-	-	-	-	-	-	-	C1AA	0773
2.Officers	-	-	-	-	-	-	-	C1BA	0774
3.CO	-	-	-	-	-	-	-	C1CA	0775
4.Other COs	-	-	-	-	-	-	-	C1DA	0776
5.Wing Comm.	-	-	-	-	-	-	-	C1EA	0777
6.Detailers	-	-	-	-	-	-	-	C1FA	0778
7.Place. Offic.	-	-	-	-	-	-	-	C1GA	0779
8.Manager	-	-	-	-	-	-	-	C1HA	0780
9.DCNO	-	-	-	-	-	-	-	C1IA	0781

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFLUENCE OFFICERS SHOULD HAVE/POLICY**

SECTION: Career Management

SECTION ITEM NO.: 009

DEFINITION:

A series of one-digit responses indicating how much influence officers should have over policies.

ITEM(S):

How much say or influence do you think each of the following officers should have over the career policies and practices within your community?

1. Yourself
2. Other officers you work with (in general)
3. Your CO
4. Other COs in your wing
5. The wing commander
6. Detailers
7. Placement officers
8. The aviation community manager
9. DCNO (Air Warfare)

RESPONSE SCALE:

1. None
2. Little
3. Some
4. Quite A Bit
5. Very Much

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Yourself	-	-	-	-	-	-	-	C1AB	0782
2.Officers	-	-	-	-	-	-	-	C1BB	0783
3.Your CO	-	-	-	-	-	-	-	C1CB	0784
4.Other COs	-	-	-	-	-	-	-	C1DB	0785
5.Wing Comman.	-	-	-	-	-	-	-	C1EB	0786
6.Detailers	-	-	-	-	-	-	-	C1FB	0787
7.Place. Off.	-	-	-	-	-	-	-	C1GB	0788
8.Manager	-	-	-	-	-	-	-	C1HB	0789
9.DCNO	-	-	-	-	-	-	-	C1IB	0790

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFLUENCE OFFICERS PRESENTLY HAVE/CAREER**

SECTION: Career Management

SECTION ITEM NO.: 010

DEFINITION:

A series of one-digit responses indicating how much influence officers presently have over the direction of officers' career paths.

ITEM(S):

How much say or influence do you think each of the following officers presently have over the direction of your career path in the Navy?

1. Yourself
2. Other officers you work with (in general)
3. Your CO
4. Other COs in your wing
5. The wing commander
6. Detailers
7. Placement officers
8. The aviation community manager
9. DCNO (Air Warfare)

RESPONSE SCALE:

1. None
2. Little
3. Some
4. Quite A Bit
5. Very Much

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Yourself	-	-	-	-	-	-	-	C2AA	0791
2.Officers	-	-	-	-	-	-	-	C2BA	0792
3.Your CO	-	-	-	-	-	-	-	C2CA	0793
4.Other COs	-	-	-	-	-	-	-	C2DA	0794
5.Wing Comm.	-	-	-	-	-	-	-	C2EA	0795
6.Detailers	-	-	-	-	-	-	-	C2FA	0796
7.Place. Offic.	-	-	-	-	-	-	-	C2GA	0797
8.Manager	-	-	-	-	-	-	-	C2HA	0798
9.DCNO	-	-	-	-	-	-	-	C2IA	0799

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFLUENCE OFFICERS SHOULD HAVE/CAREER**

SECTION: Career Management

SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating how much influence officers should have over direction of career.

ITEM(S):

How much say or influence do you think each of the following officers should have over the direction of your career path in the Navy?

1. Yourself
2. Other officers you work with (in general)
3. Your CO
4. Other COs in your wing
5. The wing commander
6. Detailers
7. Placement officers
8. The aviation community manager
9. DCNO (Air Warfare)

RESPONSE SCALE:

1. None
2. Little
3. Some
4. Quite A Bit
5. Very Much

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Yourself	-	-	-	-	-	-	-	C2AB	0800
2.Officers	-	-	-	-	-	-	-	C2BB	0801
3.Your CO	-	-	-	-	-	-	-	C2CB	0802
4.Other COs	-	-	-	-	-	-	-	C2DB	0803
5.Wing Comm.	-	-	-	-	-	-	-	C2EB	0804
6.Detailers	-	-	-	-	-	-	-	C2FB	0805
7.Place. Offic.	-	-	-	-	-	-	-	C2GB	0806
8.Manager	-	-	-	-	-	-	-	C2HB	0807
9.DCNO	-	-	-	-	-	-	-	C2IB	0808

NOTES:

## PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER POLICY IMPLEMENTED CURRENTLY**

SECTION: Career Management

SECTION ITEM NO.: 012

### DEFINITION:

A series of one-digit responses indicating the way career policies are currently implemented in the community.

### ITEM(S):

Below are several statements that relate to the way career policy is implemented in your community (VP, VF, VAL, etc.). Indicate the current extent that each statement is true for your community.

1. Established career policies and practices make life difficult for the nonconformist in a squadron
2. It is clear as to which assignments will enhance an officer's career, although this information may not be explicitly stated in a manual somewhere
3. Officers instinctively know what billets are required in order to be promoted
4. There is a lot of flexibility available to officers to determine their own career path
5. An officer's Navy career is fairly well planned out for him
6. There are a lot of written rules and regulations that determine officer careers in my community
7. Very little information about which assignments will enhance an officer's career is explicitly stated in a manual somewhere
8. Written policy clearly states what assignments and billets are required in order to be promoted
9. Promotion is obtained by learning and following standard work procedures
10. Promotion is obtained by questioning well-established ways of doing things
11. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments
12. It's not so much "what you do" but "who you know" that gets one ahead in this community

### RESPONSE SCALE:

1. Not At All
2. A Little Extent
3. Some Extent
4. Considerable Extent

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Noncomform.	-	-	-	-	-	-	-	C3AA	0809
2. Career-enha.	-	-	-	-	-	-	-	C3BA	0810
3. Offic. know	-	-	-	-	-	-	-	C3CA	0811
4. Flexibility	-	-	-	-	-	-	-	C3DA	0812
5. Well planned	-	-	-	-	-	-	-	C3EA	0813
6. Written rule	-	-	-	-	-	-	-	C3FA	0814
7. Little info	-	-	-	-	-	-	-	C3GA	0815
8. Writt. pol.	-	-	-	-	-	-	-	C3HA	0816
9. Promotion	-	-	-	-	-	-	-	C3IA	0817
10. Questioning	-	-	-	-	-	-	-	C3JA	0818
11. Old boy	-	-	-	-	-	-	-	C3KA	0819
12. Who you know	-	-	-	-	-	-	-	C3LA	0820

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER POLICY PREFERRED IN COMMUNITY**

SECTION: Career Management

SECTION ITEM NO.: 013

DEFINITION:

A series of one-digit responses indicating the preferred extent in which officers would like to see career policy implemented.

ITEM(S):

Below are several statements that relate to the way career policy is implemented in your community (VP, VF, VAL, etc.). Indicate the preferred extent that each statement be true.

1. Established career policies and practices make life difficult for the nonconformist in a squadron
2. It is clear as to which assignments will enhance an officer's career, although this information may not be explicitly stated in a manual somewhere
3. Officers instinctively know what billets are required in order to be promoted
4. There is a lot of flexibility available to officers to determine their own career path
5. An officer's Navy career is fairly well planned out for him
6. There are a lot of written rules and regulations that determine officer careers in my community
7. Very little information about which assignments will enhance an officer's career is explicitly stated in a manual somewhere
8. Written policy clearly states what assignments and billets are required in order to be promoted
9. Promotion is obtained by learning and following standard work procedures
10. Promotion is obtained by questioning well-established ways of doing things
11. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments
12. It's not so much "what you do" but "who you know" that gets one ahead in this community

RESPONSE SCALE:

1. Not At All
2. A Little Extent
3. Some Extent
4. Considerable Extent

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Noncomform.	-	-	-	-	-	-	-	C3AB	0821
2. Enhan. career	-	-	-	-	-	-	-	C3BB	0822
3. Instinctively	-	-	-	-	-	-	-	C3CB	0823
4. Flexibility	-	-	-	-	-	-	-	C3DB	0824
5. Planned out	-	-	-	-	-	-	-	C3EB	0825
6. Written rule	-	-	-	-	-	-	-	C3FB	0826
7. Little info	-	-	-	-	-	-	-	C3GB	0827
8. Writt. policy	-	-	-	-	-	-	-	C3HB	0828
9. Promotion	-	-	-	-	-	-	-	C3IB	0829
10. Questioning	-	-	-	-	-	-	-	C3JB	0830
11. Old boy	-	-	-	-	-	-	-	C3KB	0831
12. Who you know	-	-	-	-	-	-	-	C3LB	0832

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ROTATING OFFICERS/NON-OPERATIONAL**

SECTION: Career Management

SECTION ITEM NO.: 014

DEFINITION:

A one digit response indicating how easy it would be to rotate officers of the same grade in non-operational assignments.

ITEM(S):

Within your community, how easy would it be to rotate officers of the same grade, so that each could do a good job performing the others' tasks--in non-operational assignments?

1. Very difficult. Most members would need extensive retraining.
2. Quite difficult. Some members would need extensive retraining.
3. Somewhat difficult. A few members would need retraining.
4. Quite easy. Some members would need only minor retraining.
5. Very easy. No members would need retraining.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Rotating	-	-	-	-	-	-	-	C4	0833

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ROTATING OFFICERS/OPERATIONAL**

SECTION: Career Management

SECTION ITEM NO.: 015

DEFINITION:

A one-digit response indicating how easy it would be to rotate officers of the same grade in operational assignments.

ITEM(S):

Within your community, how easy would it be to rotate officers of the same grade, so that each could do a good job performing the others' tasks--in operational assignments?

1. Very difficult. Most members would need extensive retraining.
2. Quite difficult. Some members would need extensive retraining.
3. Somewhat difficult. A few members would need retraining.
4. Quite easy. Some members would need only minor retraining.
5. Very easy. No members would need retraining.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Rotating	-	-	-	-	-	-	-	C5	0834

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **OFFICERS SIMILARLY TRAINED/NON-OPERATIONAL**

SECTION: Career Management

SECTION ITEM NO.: 016

DEFINITION:

A one-digit code indicating whether officers should be similarly trained in non-operational assignments.

ITEM(S):

Officers of the same grade should be similarly trained, so that each could do a good job performing the others' tasks--in non-operational assignments.

1. Strongly Disagree
2. Disagree
3. Uncertain
4. Agree
5. Strongly Agree

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Non-operation.	-	-	-	-	-	-	-	C6	0835

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **OFFICERS SIMILARLY TRAINED/OPERATIONAL**

SECTION: Career Management

SECTION ITEM NO.: 017

DEFINITION:

A one-digit code indicating whether officers should be similarly trained for operational assignments.

ITEM(S):

Officers of the same grade should be similarly trained, so that each could do a good job performing the others' tasks--in operational assignments.

1. Strongly Disagree
2. Disagree
3. Uncertain
4. Agree
5. Strongly Agree

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Operational	-	-	-	-	-	-	-	C7	0836

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **REALISTIC ALTERNATIVES TO NAVY CAREER**

SECTION: Career Management

SECTION ITEM NO.: 018

DEFINITION:

A one-digit response indicating to what extent there are realistic alternatives to current Navy career.

ITEM(S):

To what extent are there realistic alternatives to your current Navy career that you could take advantage of within the next six months?

1. To a very great extent
2. To a considerable extent
3. To some extent
4. To a little extent
5. Not at all

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Alternatives	-	-	-	-	-	-	-	C8	0837

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVAILABILITY OF COMPARABLE CIVILIAN JOB**

SECTION: Career Management

SECTION ITEM NO.: 019

DEFINITION:

A one-digit code indicating the likelihood of finding a comparable job outside the Navy with same income and fringe benefits.

ITEM(S):

About how easy would it be for you to find a job outside the Navy with approximately the same income and fringe benefits you now have?

1. Very easy
2. Somewhat easy
3. Somewhat difficult
4. Very difficult

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Comparable job	-	-	-	-	-	-	-	C9	0838

NOTES:

**APPENDIX H**  
**INFO DISSEMINATION**

## PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NAVY'S ABILITY TO DISSEMINATE INFO**

SECTION: Info Dissemination

SECTION ITEM NO.: 001

### DEFINITION:

A series of one-digit responses indicating how well the Navy is disseminating information on its policies.

### ITEM(S):

Listed below are statements about the content of the November 1984 policies and others affecting General URLs. For each statement, please indicate whether you believe the item is true or false or are uncertain. The purpose of these items is to determine how well the Navy is disseminating information on its policies.

1. It is possible for an individual to switch from both the General and Specialist Tracks to the Materiel Professional Track
2. Individuals in the General Track do not serve in subspecialty billets
3. Individuals in the Specialist Track are not considered for commanding officer slots
4. Only proven subspecialists are considered by a board for designation to the Specialist Track
5. Once an officer has been selected to be a proven subspecialist the Navy cannot rescind this decision
6. An individual must serve in two subspecialty billets in the same area, such as Manpower, Personnel and Training (XX33), and be selected by a board, before they are designated as a subspecialist
7. I feel that I am knowledgeable about major policy changes that have taken place in the last two years that have affected the General URL community
8. The change that has 110X officers detailing 1100s has been implemented on a trial basis
9. The Navy has mandated that 75% of the shore LCDR CO and XO 1000 billets be reserved for General URLs, although the specific billets being reserved will not always be the same
10. When a General URL ensign's initial assignment is such that he/she cannot gain subspecialty or division officer experience, he/she will, if possible, be split toured to gain such experience or be given a 2-year, instead of a 3-year tour

### RESPONSE SCALE:

1. True
2. False
3. Uncertain



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Switch MP	-	-	G1	-	-	-	-	-	0839
2. No subspec.	-	-	G2	-	-	-	-	-	0840
3. Comman. slot	-	-	G3	-	-	-	-	-	0841
4. Board / desig.	-	-	G4	-	-	-	-	-	0842
5. Rescind decis.	-	-	G5	-	-	-	-	-	0843
6. Serve in two	-	-	G6	-	-	-	-	-	0844
7. Knowledgeable	-	-	G7	-	-	-	-	-	084
8. Detail. 1100s	-	-	G8	-	-	-	-	-	0846
9. 75% billets	-	-	G9	-	-	-	-	-	0847
10. GURL ensign	-	-	G10	-	-	-	-	-	0848

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPORTANCE OF MILESTONES FOR SUCCESS**

SECTION: Info Dissemination

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating how important various career milestones are for success as a General URL officer.

ITEM(S):

For each of the following career milestones, indicate its importance to success as a General URL officer. Use the following scale to rate the items.

1. Obtaining a master's degree that confers a subspecialty code
2. Becoming a proven subspecialist
3. Screening for XO
4. Screening for CO
5. A tour of duty at Washington HQ STAFF
6. A tour of duty at a joint command
7. Serving division officer/departement head tours
8. Attending Junior or Senior Service College
9. Screening for major command

RESPONSE SCALE:

1. Important to success in Specialist Track
2. Important to success in General Track
3. Important to success in both Specialist and General Tracks
4. Unimportant to success in either
5. The Navy has not provided enough information for me to respond

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Master's	-	-	G11A	-	-	-	-	-	0849
2. Subspecial.	-	-	G11B	-	-	-	-	-	0850
3. XO	-	-	G11C	-	-	-	-	-	0851
4. CO	-	-	G11D	-	-	-	-	-	0852
5. HQ Staff	-	-	G11E	-	-	-	-	-	0853
6. Joint Comm.	-	-	G11F	-	-	-	-	-	0854
7. Div. Offic.	-	-	G11G	-	-	-	-	-	0855
8. Serv. Coll.	-	-	G11H	-	-	-	-	-	0856
9. Major comm.	-	-	G11I	-	-	-	-	-	0857

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SOURCES OF INFO ON GENERAL & SPECIALIST**

SECTION: Info Dissemination

SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating the source which provided the best information on two tracks.

ITEM(S):

Examine the following sources of information on the General and Specialist Career Tracks.

Select the one source that has provided you with the best information on these two tracks:

1. Perspective
2. Community manager
3. Navy Times
4. Detailers
5. Peers
6. Senior General URL officers
7. Officer networks or associations
8. Other
9. None
10. I have not heard of the career tracks mentioned.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Best source	-	-	G12A	-	-	-	-	-	0858

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HELPLEFULNESS OF INFORMATION SOURCE**

SECTION: Info Dissemination

SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating the helpfulness of the source when providing information on two tracks.

ITEM(S):

Evaluate the source of information you have selected on the following scale.

1. Extremely Helpful
2. Very Helpful
3. Mildly Helpful
4. Slightly Helpful

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Helpfulness	-	-	G12B	-	-	-	-	-	0859

NOTES:

**APPENDIX I**  
**CAREER AND MARITAL STATUS**



## PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FAMILY'S IMPACT ON CAREER**

SECTION: Career & Marital Status SECTION ITEM NO.: 001

### DEFINITION:

A series of responses indicating degree of agreement with statements related to the family's impact on officer's career.

### ITEM(S):

Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.

1. My spouse's career limits considerably the options available in my career decisions
2. At the present time, my career is more important to me than my spouse's career
3. I feel that my detailer will make an honest effort to co-locate my spouse and me
4. I have cut back on my career involvement in order to meet the needs of my spouse and/or children
5. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages
6. Better support services (e.g., spouse employment information about a new community, and/or help in planning and coping with transfer) should be provided for transferring couples
7. Family separation, because of deployment, makes my Navy career less attractive
8. Family separation, because of in-port working hours, is a problem
9. A single female General URL has a greater opportunity to succeed in the Navy than does a married female General URL officer
10. My detailer conveys (or I expect that he/she will convey) the attitude that I am a valuable resource to the Navy
11. My career suffered due to the....I had as a parent and/or spouse
12. Problems with colocation made my Navy career less attractive
13. Family separation, because of deployment....to my spouse
14. Family separation, because of deployment....to myself

### RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Strongly Agree
8. NA

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Spouse's	GA1	GA1	HA1	FA1	-	E1	-	E5A	0860
2. More import.	GA2	GA2	HA2	FA2	-	E2	-	E5B	0861
3. Honest effor.	GA5	GA5	HA3	FA4	-	-	-	E5F	0862
4. Cut back	GA6	GA6	HA4	FA5	E4	E4	-	E5G	0863
5. Red. stress	GA7	GA7	HA5	FA6	-	E6	-	E5H	0864
6. Supp. serv.	GA8	GA8	HA6	FA7	-	E7	-	E5I	0865
7. Deployment	GA3	GA3	-	-	E1	-	-	-	0866
8. In-port	GA4	GA4	-	FA3	E2	-	-	E5E	0867
9. Female GURL	-	-	HA7	-	-	E8	-	-	0868
10. Resource	-	-	HA8	-	-	-	-	-	0869
11. Suffered	-	-	-	-	E3	E5	-	-	0870
12. Colocation	-	-	-	-	-	E3	-	-	0871
13. My spouse	-	-	-	-	-	-	-	E5C	0872
14. Myself	-	-	-	-	-	-	-	E5D	0873

NOTES:

Response scale differs in:

WOR & GOR - 1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree  
& TRAN 5=Strongly Agree 6=N/A

Reverse code question #2 in GOR.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IS YOUR WIFE EMPLOYED**

SECTION: Career & Marital Status SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating whether spouse is employed.

ITEM(S):

If you are married, is your wife employed \_\_\_\_\_  
(yes/no)?

1. Yes
2. No

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Employed	-	-	-	-	-	-	A5	-	0874

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW IS SPOUSE EMPLOYED**

SECTION: Career & Marital Status SECTION ITEM NO.: 003

DEFINITION:

A two-digit code indicating how officers' spouse is employed.

ITEM(S):

How is your spouse primarily employed? (Choose best response)

1. Full-time homemaker
2. Secretary/clerical
3. Teacher
4. Professional
5. Engineer
6. Business/finance
7. Navy officer
8. Navy enlisted
9. Other military
10. Other
11. Nurse
12. Sales
13. Other military officer
14. Other military enlisted

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Spouse Employ	GA9	GA9	HA13	FA8	E6	-	-	E4	0875-0876

NOTES:

Response scale differs in:

TRAN - 1=Full-time homemaker 2=Secretary/Clerical 3=Retail Sales 4=Teacher  
5=Nurse 6=Engineer 7=Other Professional 8=Navy officer 9=Navy  
enlisted 10=Other military, officer 11=Other military, enlisted  
12=Other

DESIG-The response choice of "Teacher" is not included

WOR-1=I was not married 2=Full-time homemaker 3=Secretary/Clerical 4=Teach  
5=Nurse 6=Sales 7=Engineer 8=Other professional 9=Business/finance  
10=Navy officer 11=Navy enlisted 12=Other military/officer 13=Other  
military/enlisted 14=Other

These scales were recoded to values on previous page.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **YEARS MARRIED TO CURRENT SPOUSE**

SECTION: Career & Marital Status SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating how many years officers' have been married to their current spouse.

ITEM(S):

How many years have you been married to your current spouse?

1. Less than 1 year
2. 1-2 years
3. 3-5 years
4. 6-10 years
5. 11-15 years
6. More than 15 years

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Yrs. Married	-	-	-	-	-	-	-	E1	0877

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FINANCIAL RESPONSIBILITY/DEPENDENT KIDS**

SECTION: Career & Marital Status SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating whether officer is financially responsible for any dependents.

ITEM(S):

Are there children or other dependents that you are partially or totally responsible for financially\_\_\_ (yes/no)?

1. Yes
2. No

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Dependents	-	-	-	-	-	-	A7	-	0878

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SATISFACTION WITH MARRIAGE**

SECTION: Career & Marital Status SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating how satisfied officer is with marriage.

ITEM(S):

All in all, how satisfied would you say you are  
with your marriage?

1. Not at all Satisfied
2. Not too Satisfied
3. Somewhat Satisfied
4. Very Satisfied
5. Extremely Satisfied

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Satisfaction	-	-	-	-	-	-	E2C2	E2	0879

NOTES:

Response scale differ in:

RET - 1=Extremely Satisfied 2 3 4=Neutral 5 6 7=Extremely Dissatisfied  
8=N/A

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INVOLVEMENT OF SPOUSE IN DECISION**

SECTION: Career & Marital Status SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating how involved spouse was in the decision to change designator.

ITEM(S):

How involved was your spouse in your decision to change designator?

1. I deferred to spouse
- 2.
- 3.
4. Equal input
- 5.
- 6.
7. I decided alone
8. N/A

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Involvement	-	-	-	FA9	-	-	-	-	0880

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INVOLVEMENT OF SPOUSE IN REASSIGNMENT**

SECTION: Career & Marital Status SECTION ITEM NO.: 008

DEFINITION:

A one-digit code indicating how involved spouse was in reassignment.

ITEM(S):

How involved was your spouse when you made  
decisions during your last reassignment  
(completing the Preference Card, for example)?

1. I defer to spouse's wishes
- 2.
- 3.
4. Equal participation
- 5.
- 6.
7. I decide alone
8. N/A

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Reassignment	GA10	GA10	HA9	-	-	-	-	-	0881

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INVOLVEMENT OF SPOUSE IN MAJOR DECISIONS**

SECTION: Career & Marital Status SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating involvement of spouse in major career decisions.

ITEM(S):

How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc?

1. I defer to spouse's wishes
- 2.
- 3.
4. Equal participation
- 5.
- 6.
7. I decide alone
8. N/A

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Major decisions	GA11	GA11	HA10	FA10	-	-	-	-	0882

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SPOUSE'S FEELINGS TOWARD NAVY CAREER

SECTION: Career & Marital Status SECTION ITEM NO.: 010

DEFINITION:

A one-digit code indicating spouses' feelings toward Navy career.

ITEM(S):

How do you think your spouse feels toward your  
Navy career?

1. Completely opposed
2. Moderately opposed
3. Neutral
4. Moderately supportive
5. Completely supportive

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Navy career	GA12	GA12	HA11	FA11	E5	-	-	E3	0883

NOTES:

Response scale differs in:

WOR - 6=N/A

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPACT ON MOST RECENT PCS MOVE**

SECTION: Career & Marital Status SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating the impact of various factors on most recent PCS move.

ITEM(S):

Rate the below items with regard to the extent of their impact on your most recent PCS move.

1. My spouse's employment
2. Disruptions in children's schooling
3. My out-of-pocket expenses
4. Disruptions in social relations
5. The moving process itself
6. My unavailability to help the family (en route training, for example)
7. Obtaining child care

RESPONSE SCALE:

1. To No Extent
2. To A Little Extent
3. To Some Extent
4. To A Considerable Extent
5. To A Very Great Extent

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Employment	GA13A	GA13A	HA12A	FA12A	-	-	-	-	0884
2. Disruptions	GA13B	GA13B	HA12B	FA12B	-	-	-	-	0885
3. Out-of-pock.	GA13C	GA13C	HA12C	FA12C	-	-	-	-	0886
4. Social rela.	GA13D	GA13D	HA12D	FA12D	-	-	-	-	0887
5. Process	GA13E	GA13E	HA12E	FA12E	-	-	-	-	0888
6. Unavailable	GA13F	GA13F	HA12F	FA12F	-	-	-	-	0889
7. Child care	GA13G	GA13G	HA12G	FA12G	-	-	-	-	0890

NOTES:

Response scale differs in:

DESIG - 1=To no Extent 2 3=To some extent 4 5=To a Great Extent

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPACT OF MARITAL STATUS ON CAREER**

SECTION: Career & Marital Status SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating level of agreement with various statements concerning the impact of marital status on career.

ITEM(S):

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

1. Single officers work the same number of hours as married personnel
2. Single officers are unable to obtain assignment to a desired geographic location, because all available billets have been filled in support of spouse co-location
3. Marital status should be taken into consideration in the assignment process
4. I believe there is a disparity in entitlements /allowances between married and single personnel
5. There is too much concern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment
6. The Navy treats its single personnel as fairly as it does its married personnel

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Uncertain
- 5.
- 6.
7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	KET	TRAN	COLUMN LOCATION
1.Work same hrs.	GB1	GB1	HB1	FB1	-	-	-	-	0891
2.Co-location	GB2	GB2	HB2	FB2	-	-	-	-	0892
3.Marit. status	GB3	GB3	HB3	FB3	-	-	-	-	0893
4.Disparity	GB4	GB4	HB4	FB4	-	-	-	-	0894
5.Recreation	GB5	GB5	HB5	FB5	-	-	-	-	0895
6.Treats fairly	GB6	GB6	HB6	FB6	-	-	-	-	0896

NOTES:

Response scale differs in:

DESIG - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree



**APPENDIX J**  
**EDUCATION, TRAINING, AND PROFESSIONAL DEVELOPMENT**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EDUCATION, TRAINING, & PROFESSIONAL DEVELOPMENT**

SECTION: ETPD

SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating level of agreement with various statements concerning education, training, and professional development.

ITEM(S):

Please indicate your level of agreement to the below items in evaluating the first four items, consider

ASW, CIC, etc.

Intell. Analyst, Communications

as technical schools and LMET etc. as non-technical ones. Omit consideration of major professional schools such as NPGS or War College.

\*Each survey contained  
\*only one of these

1. Navy school(s) that I completed during my most recent transfer or present assignment....my job (mark "8" if none completed)
2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a naval officer
3. I believe that non-technical schools improve my ability to do my job
4. Technical schools will increase my promotion opportunities much more than non-technical service schools
5. My community (ship) has a planned program for rotating junior officers through several departments....if on shore duty)
6. Obtaining a postgraduate degree will strengthen...for promotion
7. If I leave my warfare specialty area for any reason, including attendance at NPGS, my Navy career will suffer
8. The development of a subspecialty is important for my Navy career
9. The development of a subspecialty is important for my career beyond the Navy
10. High performing officers (0-5)....Materiel Professional career path
11. High performing officers (0-4)....Materiel Professional career path
12. I have been encouraged....etc.) to pursue a graduate education

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Strongly Agree
8. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Valuable	H1	H1	I1	-	-	-	-	-	0897
2. Training	H2	H2	I2	-	-	-	-	-	0898
3. Non-tech.	H3	H3	I3	-	-	-	-	-	0899
4. Technical	H4	H4	I4	-	-	-	-	-	0900
5. Rotating	H7	H7	I15	-	-	-	-	-	0901
6. Postgrad.	H10	H9	I5	-	-	-	-	-	0902
7. Leaving	H12	H11	I12	-	-	-	-	-	0903
8. Import. now	H13	H12	I6	-	-	-	-	-	0904
9. Import. later	H14	H13	I7	-	-	-	-	-	0905
10.0-5	H17	H16	I8	-	-	-	-	-	0906
11.0-4	H18	H17	I9	-	-	-	-	-	0907
12. Graduate	H9	H8	-	-	-	-	-	-	0908

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ETPD2**

SECTION: ETPD

SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning education, training, and professional development.

ITEM(S):

13. I would rather receive a postgraduate degree from a civilian institution than NPGS
14. More emphasis should be placed on developing an officers' leadership abilities rather than general managerial skills
15. Attending one of the war colleges is important for my Navy career
16. I must obtain at least one operational tour FITREP as department head before I can screen for command
17. Obtaining one or more surface warfare qualifications will enhance my chances of being selected for command
18. I have been provided all of the opportunity I need to progress toward my squadron professional qualifications
19. If an URL officer (116X) does not qualify within 24 months of shipboard duty, this may result in reassignment to shore duty and a designator change to 110X
20. The assignment of an officer on sea duty as a division officer, may be a collateral duty
21. I can predict with fair accuracy the subspecialties that will help me advance in my Navy career
22. My primary subspecialty limits opportunity for future career enhancing assignments
23. My decisions about postgraduate education in the Navy are/were driven by my desire to develop a basis for my second career after retirement
24. It is important for General URL Officers to be evaluated in "leadership roles" early in their career

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Strongly Agree
8. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
13.NPGS	H11	H10	-	-	-	-	-	-	0909
14.Leadership	H15	H14	-	-	-	-	-	-	0910
15.War college	H16	H15	-	-	-	-	-	-	0911
16.FITREP	H6	H5	I14	-	-	-	-	-	0912
17.SWO qual.	H5	-	-	-	-	-	-	-	0913
18.Squadron	H8	-	-	-	-	-	-	-	0914
19.24 months	-	H6	-	-	-	-	-	-	0915
20.Collateral	-	H18	-	-	-	-	-	-	0916
21.Subspecial.	-	-	I10	-	-	-	-	-	0917
22.Primary sub.	-	-	I11	-	-	-	-	-	0918
23.Second career-	-	-	I13	-	-	-	-	-	0919
24.Leader roles -	-	-	I16	-	-	-	-	-	0920

NOTES:

These questions are a continuation of "Education, Training, & Professional Development".

Question differs in:

SWO: #16 An officer must serve as the head of a major department before selection for assignment as an executive officer afloat

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **REMAINING IN FLYING BILLETS**

SECTION: ETPD

SECTION ITEM NO.: 002

DEFINITION:

A one-digit response indicating whether officer would be interested in remaining in flying billets for remainder of career.

ITEM(S):

To what extent would you be interested in flying billets for the remainder of your career, if by policy you could not advance beyond CDR?

1. To a small extent
- 2.
- 3.
4. Uncertain
- 5.
- 6.
7. To a great extent

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Flying billets H19	-	-	-	-	-	-	-	-	0921

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SUBSPECIALTIES CONTRIBUTE TO 110X CAREER**

SECTION: ETPD

SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating the extent to which each subspecialty contributes to an 110X officer's Navy career.

ITEM(S):

Listed below are 12 subspecialty education/skill fields. Please indicate the extent to which you believe that each field contributes to an 110X officer's Navy career.

1. Intelligence (Joint Intelligence, Naval Technical Intelligence)
2. Pol-Mil/Strategic Planning (Europe, International Negotiation)
3. Management (Financial, Transportation, Manpower/Personnel/Training Analysis)
4. Applied Logic (Operations Logistics)
5. Operations Systems Technology (ASW,C2)
6. Naval Systems Engineering (Nuclear Engineering Electronic Engineering)
7. Weapons Engineering (Chemistry, Nuclear Physics)
8. Communications (Engineering, Systems Technology)
9. Computer Technology (Science, Systems Technology)
10. Operations Analysis (Quantitative Economics, Applied Math)
11. Space Systems Operation (Operations, Engineering)
12. Environmental Science (Geophysics, Oceanography, Meteorology)

RESPONSE SCALE:

1. Not at all
2. To a Small Extent
3. To Some Extent
4. To a Great Extent
5. To a Very Great Extent
6. Uncertain



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Intelligence	-	-	I17A	-	-	-	-	-	0922
2. Pol-Mil	-	-	I17B	-	-	-	-	-	0923
3. Management	-	-	I17C	-	-	-	-	-	0924
4. Applied Logic	-	-	I17D	-	-	-	-	-	0925
5. Operations	-	-	I17E	-	-	-	-	-	0926
6. Engineering	-	-	I17F	-	-	-	-	-	0927
7. Weapons	-	-	I17G	-	-	-	-	-	0928
8. Communication	-	-	I17H	-	-	-	-	-	0929
9. Computer	-	-	I17I	-	-	-	-	-	0930
10. Analysis	-	-	I17J	-	-	-	-	-	0931
11. Space Systems	-	-	I17K	-	-	-	-	-	0932
12. Environmental	-	-	I17L	-	-	-	-	-	0933

NOTES:

**APPENDIX K**  
**CAREER ATTITUDES**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER INTENT**

SECTION: Career Attitudes

SECTION ITEM NO.: 001

DEFINITION:

A one-digit response indicating an officer's certainty that he/she will continue an active Navy career at least until eligibility for retirement.

ITEM(S):

Career Intention: The following item concerns the intensity of your desire to continue your career as a Navy officer at least until you are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Check the response which most closely represents your current level of commitment.

1. 99.9-100% I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement.
2. 90.0-99.8% I am almost certain I will continue my military career if possible.
3. 75.0-89.9% I am confident that I will continue my Navy career until I can retire.
4. 50.0-74.9% I probably will remain in the Navy until I am eligible for retirement.
5. 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement.
6. 10.0-24.9% I am confident that I will not continue my Navy career until I can retire
7. 0.2-9.9% I am almost certain that I will leave the Navy as soon as possible
8. I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Career intent	I1	I1	J1	H24	-	-	-	H1	0934

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SATISFACTION WITH CAREER**

SECTION: Career Attitudes

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating officers' satisfaction with various aspects of career, occupation, personal life, etc.

ITEM(S):

1. The more I think about it, the more I feel I made a bad move in entering my career
2. I am very satisfied with my occupation
3. I talk up the Navy to my friends as a great organization to work for
4. I am fortunate to be located where I am
5. I thoroughly enjoy my career
6. I thoroughly enjoy my field of work
7. I am proud to tell others that I am part of the Navy
8. I thoroughly enjoy my location
9. I take great pride in my career
10. I would feel happier with a different occupation
11. I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined
12. I am very satisfied with my present location

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neither Agree nor Disagree
- 5.
- 6.
7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Bad move	I2	I2	J2	H1	-	-	B6A	-	0935
2. Satisfied	I3	I3	J3	H2	-	-	B6B	-	0936
3. Talk up	I4	I4	J4	H3	-	-	B6C	-	0937
4. Fortunate	I5	I5	J5	H4	-	-	B6D	-	0938
5. Enjoy career	I6	I6	J6	H5	-	-	B6E	-	0939
6. Enjoy field	I7	I7	J7	H6	-	-	B6F	-	0940
7. Proud	I8	I8	J8	H7	-	-	B6G	-	0941
8. Location	I9	I9	J9	H8	-	-	B6H	-	0942
9. Pride	I10	I10	J10	H9	-	-	B6I	-	0943
10. Happier	I11	I11	J11	H10	-	-	B6J	-	0944
11. Glad	I12	I12	J12	H11	-	-	B6K	-	0945
12. Very satis.	I13	I13	J13	H12	-	-	B6L	-	0946

NOTES:

Response scale differs in:

DESIG - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree  
RET - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree 8=N/A

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER SAT2

SECTION: Career Attitudes

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating an officer's satisfaction with career, occupation, personal life, etc.

ITEM(S):

13. I feel very good about my career
14. I definitely feel that I am in the right field of work
15. For me this is the best of all possible organizations for which to work
16. I would be more satisfied in a different location
17. I definitely feel that I am in the wrong career
18. I am very sorry I chose my occupation
19. I take a positive attitude toward myself
20. I have a definite plan for my career
21. I have a strategy for achieving my career goals
22. On the whole, I am satisfied with myself
23. Compared to other areas of my life, my chosen career is not very important to me

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neither Agree nor Disagree
- 5.
- 6.
7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
13. Feel good	I14	I14	J14	H13	-	-	B6M	-	0947
14. Right field	I15	I15	J15	H14	-	-	B6N	-	0948
15. Best organ.	I16	I16	J16	H15	-	-	B6T	-	0949
16. More satis.	I17	I17	J17	H16	-	-	B6O	-	0950
17. Wrong career	I18	I18	J18	H17	-	-	B6Q	-	0951
18. Sorry chose	I19	I19	J19	H18	-	-	B6R	-	0952
19. Pos. attit.	I20	I20	J20	H19	-	-	B6S	-	0953
20. Career plan	I21	I21	J21	H20	-	-	-	-	0954
21. Strategy	I22	I22	J22	H21	-	-	-	-	0955
22. Satis. myse.	I23	I23	J23	-	-	-	B6P	-	0956
23. Chosen car.	I24	I24	J24	H22	-	-	-	-	0957

NOTES:

These questions are a continuation of "Satisfaction with Career".

Response scale differs in:

DESIG - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree

RET - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree 8=N/A



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SATISFACTION DURING LAST YEAR IN NAVY**

SECTION: Career Attitudes

SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating how satisfied officer was during last year in Navy.

ITEM(S):

How satisfied were you in the following areas during your last year in the Navy ("Navy sat")?

1. Certainty about the purpose and meaning of my life
2. My physical health
3. My relationship with my child or children (N/A=8)
4. Personal relationships and friends
5. My own worth as a person
6. My feeling about how I conducted my life in the past
7. The opportunity to make the world a better place for coming generations
8. The time left to achieve my personal goals
9. The fairness with which people treated me in the past
10. My competence at work (N/A=8)
11. The validity of my personal values
12. My physical vigor or stamina

RESPONSE SCALE:

1. Extremely Satisfied
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Extremely Dissatisfied

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Purpose	-	-	-	-	-	-	E2A1	-	0958
2. Health	-	-	-	-	-	-	E2B1	-	0959
3. Child	-	-	-	-	-	-	E2D1	-	0960
4. Personal	-	-	-	-	-	-	E2E1	-	0961
5. Own worth	-	-	-	-	-	-	E2F1	-	0962
6. Conduct. life	-	-	-	-	-	-	E2G1	-	0963
7. Better place	-	-	-	-	-	-	E2H1	-	0964
8. Time left	-	-	-	-	-	-	E2I1	-	0965
9. Fairness	-	-	-	-	-	-	E2J1	-	0966
10. Competence	-	-	-	-	-	-	E2K1	-	0967
11. Validity	-	-	-	-	-	-	E2L1	-	0968
12. Vigor	-	-	-	-	-	-	E2M1	-	0969

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SATISFACTION LAST YEAR2**

SECTION: Career Attitudes

SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating how satisfied officer was during last year in Navy.

ITEM(S):

The extent to which my job matched/matches my  
(N/A=8):

- 13. Interests
- 14. Values
- 15. Personality
- 16. Abilities
- 17. My ability to control my life
- 18. Effective use of my leisure time
- 19. Ability to meet my financial obligations
- 20. Ability to meet my medical and dental needs
- 21. Standard of living
- 22. My relationship with my spouse (N/A=8)

RESPONSE SCALE:

- 1. Extremely Satisfied
- 2.
- 3.
- 4. Neutral
- 5.
- 6.
- 7. Extremely Dissatisfied

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
13. Interests	-	-	-	-	-	-	E2N11	-	0970
14. Values	-	-	-	-	-	-	E2N21	-	0971
15. Personality	-	-	-	-	-	-	E2N31	-	0972
16. Abilities	-	-	-	-	-	-	E2N41	-	0973
17. Control	-	-	-	-	-	-	E2O1	-	0974
18. Leisure time	-	-	-	-	-	-	E2P1	-	0975
19. Obligations	-	-	-	-	-	-	E2Q1	-	0976
20. Medical need	-	-	-	-	-	-	E2R1	-	0977
21. Standard	-	-	-	-	-	-	E2S1	-	0978
22. Spouse	-	-	-	-	-	-	E2C1	-	0979

NOTES:

These questions are a continuation of "Satisfaction during last year in Navy".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CIVILIAN SATISFACTION**

SECTION: Career Attitudes

SECTION ITEM NO.: 004

DEFINITION:

A series of one-digit responses indicating how satisfied officer is with aspects of civilian life.

ITEM(S):

How satisfied are you now in the following areas  
("civilian sat")?

1. Certainty about the purpose and meaning of my life
2. My physical health
3. My relationship with my child or children  
(N/A=8)
4. Personal relationships and friends
5. My own worth as a person
6. My feeling about how I conducted my life in the past
7. The opportunity to make the world a better place for coming generations
8. The time left to achieve my personal goals
9. The fairness with which people treated me in the past
10. My competence at work (N/A=8)
11. The validity of my personal values
12. My physical vigor or stamina

RESPONSE SCALE:

1. Extremely Satisfied
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Extremely Dissatisfied

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Purpose	-	-	-	-	-	-	E2A2	-	0980
2. Health	-	-	-	-	-	-	E2B2	-	0981
3. Child	-	-	-	-	-	-	E2D2	-	0982
4. Personal	-	-	-	-	-	-	E2E2	-	0983
5. Worth	-	-	-	-	-	-	E2F2	-	0984
6. Conducted	-	-	-	-	-	-	E2G2	-	0985
7. Better place	-	-	-	-	-	-	E2H2	-	0986
8. Time left	-	-	-	-	-	-	E2I2	-	0987
9. Fairness	-	-	-	-	-	-	E2J2	-	0988
10. Competence	-	-	-	-	-	-	E2K2	-	0989
11. Validity	-	-	-	-	-	-	E2L2	-	0990
12. Vigor	-	-	-	-	-	-	E2M2	-	0991

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CIVILIAN SATISFACTION2**

SECTION: Career Attitudes

SECTION ITEM NO.: 004

DEFINITION:

A series of one-digit responses indicating officers' satisfaction with aspects of civilian life.

ITEM(S):

The extent to which my job matched/matches  
my (N/A=8):

13. Interests
14. Values
15. Personality
16. Abilities
17. My ability to control my life
18. Effective use of my leisure time
19. Ability to meet my financial obligations
20. Ability to meet my medical and dental needs
21. Standard of living

RESPONSE SCALE:

1. Extremely Satisfied
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Extremely Dissatisfied

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
13. Interests	-	-	-	-	-	-	E2N12	-	0992
14. Values	-	-	-	-	-	-	E2N22	-	0993
15. Personality	-	-	-	-	-	-	E2N32	-	0994
16. Abilities	-	-	-	-	-	-	E2N42	-	0995
17. Control	-	-	-	-	-	-	E2O2	-	0996
18. Leisure	-	-	-	-	-	-	E2P2	-	0997
19. Obligations	-	-	-	-	-	-	E2Q2	-	0998
20. Medical	-	-	-	-	-	-	E2R2	-	0999
21. Standard	-	-	-	-	-	-	E2S2	-	1000

NOTES:

These questions are a continuation of "Civilian Satisfaction".



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FEELINGS ABOUT PRESENT LIFE**

SECTION: Career Attitudes

SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses describing an officer's feelings about his present life.

ITEM(S):

Here are some words which we would like you to use to describe how you feel about your present life. For example, if you think your present life is extremely boring, put an X in the space right next to the word "boring". If you think it is extremely interesting, put an X in the space right next to the word "interesting". If you think it is somewhere in between, put an X where you think it belongs. PUT AN X IN ONE SPACE ON EVERY LINE.

1. Boring/Interesting
2. Enjoyable/Miserable
3. Easy/Hard
4. Useless/Worthwhile
5. Friendly/Lonely
6. Full/Empty
7. Discouraging/Hopeful
8. Tied-Down/Free
9. Disappointing/Rewarding

RESPONSE SCALE:

1. Extremely
2. Quite
3. Somewhat
4. Both/Neither
5. Somewhat
6. Quite
7. Extremely

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Boring/Inter	-	-	-	-	-	-	E3A	-	1001
2. Enjoy/Miser	-	-	-	-	-	-	E3B	-	1002
3. Easy/Hard	-	-	-	-	-	-	E3C	-	1003
4. Use/Worth	-	-	-	-	-	-	E3D	-	1004
5. Friend/Lone	-	-	-	-	-	-	E3E	-	1005
6. Full/Empty	-	-	-	-	-	-	E3F	-	1006
7. Disc/Hope	-	-	-	-	-	-	E3G	-	1007
8. Tied/Free	-	-	-	-	-	-	E3H	-	1008
9. Disa/Reward	-	-	-	-	-	-	E3I	-	1009

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SATISFACTION WITH LIFE AT PRESENT TIME**

SECTION: Career Attitudes

SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating satisfaction with life at present time.

ITEM(S):

How satisfied are you with your life at the present time?

1. Extremely Satisfied
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Extremely Dissatisfied

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Satisfaction	-	-	-	-	-	-	E4	H6	1010

NOTES:

Question and response scale differs in TRAN:

All in all, how satisfied would you say you are with your life these days?

1=Not At All Satisfied 2=Not Too Satisfied 3=Somewhat Satisfied  
4=Very Satisfied 5=Extremely Satisfied

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **WOULD YOU DO IT ALL OVER AGAIN**

SECTION: Career Attitudes

SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating whether officer would become a naval officer if he/she had it to do all over again.

ITEM(S):

Knowing what you know now, if you had to decide all over again whether to be a naval officer, what would you decide?

1. Decide definitely not to join the Navy.
2. Have some second thoughts.
3. Decide without hesitation to join the Navy.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Decide again	-	-	-	-	-	-	-	H3	1011

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER MEASURES UP TO EXPECTATIONS**

SECTION: Career Attitudes

SECTION ITEM NO.: 008

DEFINITION:

A one-digit code indicating how well Navy career measures up to the sort of career officer wanted when he/she joined active duty.

ITEM(S):

In general, how well would you say that your Navy career measures up to the sort of career you wanted when you joined active duty?

1. Not much like the career I wanted.
2. Somewhat like the career I wanted.
3. Very much like the career I wanted.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Measures up	-	-	-	-	-	-	-	H4	1012

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW SATISFIED ARE YOU WITH CAREER**

SECTION: Career Attitudes

SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating how satisfied officer is with career.

ITEM(S):

All in all, how satisfied would you say you are with your career?

1. Not At All Satisfied
2. Not Too Satisfied
3. Somewhat Satisfied
4. Very Satisfied
5. Extremely Satisfied

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Satisfaction	-	-	-	-	-	-	-	H5	1013

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ATTITUDE TOWARD CIVILIAN LIFE**

SECTION: Career Attitudes

SECTION ITEM NO.: 010

DEFINITION:

A one-digit code indicating officers' attitude toward their most recent career transition.

ITEM(S):

How eager or reluctant were/are you to go through this event?

1. Very reluctant to go through the change
2. Somewhat reluctant to go through the change
3. Indifferent toward the change
4. Somewhat eager to go through the change
5. Very eager to go through the change

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Attitude	-	-	-	-	-	-	C3	G1	1014

NOTES:

Question differs in RET:

Upon retiring from the Navy, what was your attitude toward civilian life?

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PREPARATION FOR LIFE AFTER THE NAVY**

SECTION: Career Attitudes

SECTION ITEM NO.: 011

DEFINITION:

A one-digit code indicating how adequately prepared officer was for life after the Navy.

ITEM(S):

In retrospect, how adequately do you feel that you prepared for your life after the Navy?

1. Extremely Well
- 2.
- 3.
4. So-So
- 5.
- 6.
7. Extremely Poorly

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Prepared	-	-	-	-	-	-	C5	-	1015

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ATTITUDE TOWARD NAVY WHEN YOU RETIRED**

SECTION: Career Attitudes

SECTION ITEM NO.: 012

DEFINITION:

A one-digit code indicating attitude toward Navy upon retirement.

ITEM(S):

Please use the following scale to answer the next two items.

What was your attitude toward the Navy when you retired?

RESPONSE SCALE:

1. Extremely Favorable
- 2.
- 3.
4. Mixed Feelings
- 5.
- 6.
7. Extremely Unfavorable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Toward Navy	-	-	-	-	-	-	C6A	-	1016

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ATTITUDE TOWARD THE NAVY NOW**

SECTION: Career Attitudes

SECTION ITEM NO.: 013

DEFINITION: .

A one-digit code indicating an officer's attitude toward the Navy now.

ITEM(S):

Please use the following scale to answer the next two items.

What is your attitude toward the Navy now?

RESPONSE SCALE:

1. Extremely Favorable
- 2.
- 3.
4. Mixed Feelings
- 5.
- 6.
7. Extremely Unfavorable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Attitude now	-	-	-	-	-	-	C6B	-	1017

NOTES:

**APPENDIX L**  
**CAREER AND SOCIAL SUPPORT**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GO OUT OF THEIR WAY TO MAKE LIFE EASIER

SECTION: Career & Social Support SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating how much other people go out of their way to make officer's work life easier.

ITEM(S):

How much do each of these people go out of their way to do things to make your work life easier for you?

1. Your immediate superior
2. Other officers you work with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn't Apply
2. Not At All
3. A Little
4. Somewhat
5. Very Much

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Superior	-	-	-	-	-	-	B8A1	D1A	1018
2. Other offic	-	-	-	-	-	-	-	D1B	1019
3. Spouse	-	-	-	-	-	-	-	D1C	1020
4. Friends	-	-	-	-	-	-	-	D1D	1021
5. Detailer	-	-	-	-	-	-	-	D1E	1022

NOTES:

Response scale differs in RET:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EASY TO TALK TO ABOUT CAREER ISSUES**

SECTION: Career & Social Support SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating how easy it is to talk to people about career issues.

ITEM(S):

How easy is it to talk with each of the following people about career issues?

1. Your immediate superior
2. Other officers you work with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn't Apply
2. Not At All
3. A Little
4. Somewhat
5. Very Much

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Superior	-	-	-	-	-	-	B8B1	D2A	1023
2. Other offic.	-	-	-	-	-	-	-	D2B	1024
3. Spouse	-	-	-	-	-	-	-	D2C	1025
4. Friends	-	-	-	-	-	-	-	D2D	1026
5. Detailer	-	-	-	-	-	-	-	D2E	1027

NOTES:

Response scale differs in RET:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW HELPFUL ARE THESE PEOPLE**

SECTION: Career & Social Support SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating how helpful these people are when things get tough at work.

ITEM(S):

When things get tough at work, how helpful are these people?

1. Your immediate superior
2. Other officers you work with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn't Apply
2. Not At All
3. A Little
4. Somewhat
5. Very Much



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Superior	-	-	-	-	-	-	B8D1	D3A	1028
2. Other offic.	-	-	-	-	-	-	-	D3B	1029
3. Spouse	-	-	-	-	-	-	-	D3C	1030
4. Friends	-	-	-	-	-	-	-	D3D	1031
5. Detailer	-	-	-	-	-	-	-	D3E	1032

NOTES:

Response scale differs in RET:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **WILLING TO LISTEN TO PERSONAL PROBLEMS**

SECTION: Career & Social Support SECTION ITEM NO.: 004

DEFINITION: -

A series of one-digit responses indicating how willing these people are to listen to officer's personal problems.

ITEM(S):

How much is each of the following people willing to listen to your personal problems?

1. Your immediate superior
2. Other officers you work with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn't Apply
2. Not At All
3. A Little
4. Somewhat
5. Very Much

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Superior	-	-	-	-	-	-	B8C1	D4A	1033
2. Other offic.	-	-	-	-	-	-	-	D4B	1034
3. Spouse	-	-	-	-	-	-	-	D4C	1035
4. Friends	-	-	-	-	-	-	-	D4D	1036
5. Detailer	-	-	-	-	-	-	-	D4E	1037

NOTES:

Response scale differs in RET:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPORTANT TO GET SOCIAL SUPPORT**

SECTION: Career & Social Support SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses indicating how important it is to get support from each of these people.

ITEM(S):

How important is it that you get support from each of the following people?

1. Your immediate superior
2. Other officers you work with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Not At All Important
2. Somewhat Important
3. Considerably Important
4. Very Important
5. Of Utmost Importance

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Superior	-	-	-	-	-	-	B8E1	D5A	1038
2. Other offic.	-	-	-	-	-	-	-	D5B	1039
3. Spouse	-	-	-	-	-	-	-	D5C	1040
4. Friends	-	-	-	-	-	-	-	D5D	1041
5. Detailer	-	-	-	-	-	-	-	D5E	1042

NOTES:

Response scale differs in RET:

1. Not At All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SUPERVISORS IN NAVY**

SECTION: Career & Social Support SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses indicating how supportive supervisors were in officers' last Navy assignment.

ITEM(S):

These items refer to how supportive your immediate supervisor was in your last Navy assignment.

1. Go/went out of their way to make your work life easier for you?
2. Is/was easy to talk to them about career issues/work?
3. Are/were willing to listen to your personal problems?
4. Are/were helpful?
5. How important is/was it that these people support/supported you?

RESPONSE SCALE:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Life easier	-	-	-	-	-	-	B8A2	-	1043
2. Talk to	-	-	-	-	-	-	B8B2	-	1044
3. Listen	-	-	-	-	-	-	B8C2	-	1045
4. Helpful	-	-	-	-	-	-	B8D2	-	1046
5. Supported	-	-	-	-	-	-	B8E2	-	1047

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW SUPPORTIVE ARE OTHERS NOW**

SECTION: Career & Social Support SECTION ITEM NO.: 007

DEFINITION:

A series of one-digit responses indicating how supportive other are in current job.

ITEM(S):

These items refer to how supportive others are in your current job.

1. Go/went out of their way to make your work life easier for you?
2. Is/was easy to talk to them about career issues/work?
3. Are/were willing to listen to your personal problems?
4. Are/were helpful?
5. How important is/was it that these people support/supported you?

RESPONSE SCALE:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Life easier	-	-	-	-	-	-	B8A3	-	1048
2. Talk to	-	-	-	-	-	-	B8B3	-	1049
3. Listen	-	-	-	-	-	-	B8C3	-	1050
4. Helpful	-	-	-	-	-	-	B8D3	-	1051
5. Support	-	-	-	-	-	-	B8E3	-	1052

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW SUPPORTIVE ARE OTHERS IN NAVY**

SECTION: Career & Social Support SECTION ITEM NO.: 008

DEFINITION:

A series of one-digit responses indicating how supportive others are in officers' last Navy assignment.

ITEM(S):

These items refer to how supportive others were in your last Navy assignment.

1. Go/went out of their way to make your work life easier for you?
2. Is/was easy to talk to them about career issues/work?
3. Are/were willing to listen to your personal problems?
4. Are/were helpful?
5. How important is/was it that these people support/supported you?

RESPONSE SCALE:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Life easier	-	-	-	-	-	-	B8A4	-	1053
2. Talk to	-	-	-	-	-	-	B8B4	-	1054
3. Listen	-	-	-	-	-	-	B8C4	-	1055
4. Helpful	-	-	-	-	-	-	B8D4	-	1056
5. Support	-	-	-	-	-	-	B8E4	-	1057

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ACCEPT DECISION TO LEAVE ACTIVE DUTY**

SECTION: Career & Social Support SECTION ITEM NO.: 009

DEFINITION:

A series of one-digit responses indicating whether people accepted officers' decision to leave active duty.

ITEM(S):

How much did each of these people accept your decision to leave active duty?

1. Your CO
2. Other officers you worked with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn't Apply
2. Not at all
3. A Little
4. Somewhat
5. Very Much

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CO	-	-	-	-	D1A	D1A	-	-	1058
2. Other offic.	-	-	-	-	D1B	D1B	-	-	1059
3. Spouse	-	-	-	-	D1C	D1C	-	-	1060
4. Friends	-	-	-	-	D1D	D1D	-	-	1061
5. Detailer	-	-	-	-	D1E	D1E	-	-	1062

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **LEAVING ACTIVE DUTY WAS BEST DECISION**

SECTION: Career & Social Support SECTION ITEM NO.: 010

DEFINITION:

A series of one-digit responses indicating whether people thought that leaving active duty was the best decision for the officer.

ITEM(S):

How much did the following people think that leaving active duty was the best decision for you?

1. Your CO
2. Other officers you worked with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn't Apply
2. Not at all
3. A Little
4. Somewhat
5. Very Much

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CO	-	-	-	-	D2A	D2A	-	-	1063
2. Other offic.	-	-	-	-	D2B	D2B	-	-	1064
3. Spouse	-	-	-	-	D2C	D2C	-	-	1065
4. Friends	-	-	-	-	D2D	D2D	-	-	1066
5. Detailer	-	-	-	-	D2E	D2E	-	-	1067

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **MAKE TRANSITION EASIER FOR OFFICER**

SECTION: Career & Social Support SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating how much people went out of their way to make transition to civilian life easier for officer.

ITEM(S):

How much did each of these people go out of their way to make the transition to civilian life easier for you?

1. Your CO
2. Other officers you worked with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailee

RESPONSE SCALE:

1. Doesn't Apply
2. Not at all
3. A Little
4. Somewhat
5. Very Much



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CO	-	-	-	-	D3A	D3A	-	-	1068
2. Other offic.	-	-	-	-	D3B	D3B	-	-	1069
3. Spouse	-	-	-	-	D3C	D3C	-	-	1070
4. Friends	-	-	-	-	D3D	D3D	-	-	1071
5. Detailer	-	-	-	-	D3E	D3E	-	-	1072

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ENCOURAGED TO REVERSE DECISION TO LEAVE**

SECTION: Career & Social Support SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating how much people encouraged officer to reverse decision to leave active duty.

ITEM(S):

How much did these people make an effort to encourage you to reverse your decision to leave active duty?

1. Your CO
2. Other officers you worked with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn't Apply
2. Not at all
3. A Little
4. Somewhat
5. Very Much

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CO	-	-	-	-	D4A	D4A	-	-	1073
2. Other offic.	-	-	-	-	D4B	D4B	-	-	1074
3. Spouse	-	-	-	-	D4C	D4C	-	-	1075
4. Friends	-	-	-	-	D4D	D4D	-	-	1076
5. Detailer	-	-	-	-	D4E	D4E	-	-	1077

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW IMPORTANT WAS THE SUPPORT RECEIVED**

SECTION: Career & Social Support SECTION ITEM NO.: 013

DEFINITION:

A series of one-digit responses indicating the importance of the support received from people during decision to resign.

ITEM(S):

How important was the support you received from each of the following people, while you were making the decision to submit your letter of resignation?

1. Your CO
2. Other officers you worked with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailee

RESPONSE SCALE:

1. Doesn't Apply
2. Not at all Important
3. Somewhat Important
4. Considerably Important
5. Very Important
6. Of Utmost Importance

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CO	-	-	-	-	D5A	D5A	-	-	1078
2. Other offic.	-	-	-	-	D5B	D5B	-	-	1079
3. Spouse	-	-	-	-	D5C	D5C	-	-	1080
4. Friends	-	-	-	-	D5D	D5D	-	-	1081
5. Detailer	-	-	-	-	D5E	D5E	-	-	1082

NOTES:

**APPENDIX M**  
**CAREER TRANSITIONS**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **MAGNITUDE OF CAREER EVENTS**

SECTION: Career Transitions

SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating the magnitude of various career events.

ITEM(S):

Please rate the magnitude of the following career events. Strive to give your opinion of the degree of personal change required by the "average" officer within your community to successfully adjust after the event.

1. Entering flight training
2. Obtaining your wings
3. Entering first operational squadron
4. Leaving on first deployment
5. Entering first shore assignment
6. Approaching end of obligation-the continuation decision
7. Voluntarily resigning from active duty
8. Entering a ship's company tour (disassociated)
9. Entering second operational squadron
10. Entering a full-time education program (War College, NPGS, etc.)
11. Screening for department head (VP community only)
12. Screening for Test Pilot school (omit if not applicable)

RESPONSE SCALE:

1. Little Or No Change
- 2.
3. A Moderate Amount Of Change
- 4.
5. A Great Deal Of Change
6. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Flight	-	-	-	-	-	-	-	F1A	1083
2. Wings	-	-	-	-	-	-	-	F1B	1084
3. Squadron	-	-	-	-	-	-	-	F1C	1085
4. Deployment	-	-	-	-	-	-	-	F1D	1086
5. Shore assig.	-	-	-	-	-	-	-	F1E	1087
6. Continuation	-	-	-	-	-	-	-	F1F	1088
7. Resigning	-	-	-	-	-	-	-	F1G	1089
8. Ship's co.	-	-	-	-	-	-	-	F1H	1090
9. Second oper.	-	-	-	-	-	-	-	F1I	1091
10. Education	-	-	-	-	-	-	-	F1J	1092
11. Dept. head	-	-	-	-	-	-	-	F1K	1093
12. Test Pilot	-	-	-	-	-	-	-	F1L	1094

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **MAGNITUDE2**

SECTION: Career Transitions

SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating the magnitude of various career events.

ITEM(S):

13. Becoming department head
14. Screening for a proven subspecialty
15. Screening for command
16. Failing to be selected for command
17. Becoming squadron XO
18. Becoming squadron CO
19. Leaving CO tour
20. Coming upon 20 years-the retirement decision
21. Deciding to retire or not to retire as soon  
as eligible
22. Being selected for O-6
23. Being selected for flag rank
24. Retiring from active duty

RESPONSE SCALE:

1. Little Or No Change
- 2.
3. A Moderate Amount Of Change
- 4.
5. A Great Deal Of Change
6. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
13.Becoming head-	-	-	-	-	-	-	-	F1M	1095
14.Proven subsp.-	-	-	-	-	-	-	-	F1N	1096
15.Command	-	-	-	-	-	-	-	F1O	1097
16.Failing to	-	-	-	-	-	-	-	F1P	1098
17.XO	-	-	-	-	-	-	-	F1Q	1099
18.CO	-	-	-	-	-	-	-	F1R	1100
19.Leaving CO	-	-	-	-	-	-	-	F1S	1101
20.20 years	-	-	-	-	-	-	-	F1T	1102
21.Retire	-	-	-	-	-	-	-	F1U	1103
22.0-6	-	-	-	-	-	-	-	F1V	1104
23.Flag rank	-	-	-	-	-	-	-	F1W	1105
24.Active duty	-	-	-	-	-	-	-	F1X	1106

NOTES:

These questions are a continuation of "Magnitude of career events".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DESIRABILITY OF CAREER EVENTS**

SECTION: Career Transitions

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating the desirability of various career events.

ITEM(S):

Now, please rate the desirability of these same events. That is, provide your impression of how desirable each of these potential events are to you, regardless of the effect they possibly may have on advancement in your Navy career.

1. Entering flight training
2. Obtaining your wings
3. Entering first operational squadron
4. Leaving on first deployment
5. Entering first shore assignment
6. Approaching end of obligation-the continuation decision
7. Voluntarily resigning from active duty
8. Entering a ship's company tour (disassociated)
9. Entering second operational squadron
10. Entering a full-time education program (War College, NPGS, etc.)
11. Screening for department head (VP community only)
12. Screening for Test Pilot school (omit if not applicable)

RESPONSE SCALE:

1. Not At All Desirable
- 2.
3. Moderately Desirable
- 4.
5. Extremely Desirable
6. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Flight	-	-	-	-	-	-	-	F2A	1107
2. Wings	-	-	-	-	-	-	-	F2B	1108
3. Squadron	-	-	-	-	-	-	-	F2C	1109
4. Deployment	-	-	-	-	-	-	-	F2D	1110
5. Shore assig.	-	-	-	-	-	-	-	F2E	1111
6. Continuation	-	-	-	-	-	-	-	F2F	1112
7. Resigning	-	-	-	-	-	-	-	F2G	1113
8. Ship's co.	-	-	-	-	-	-	-	F2H	1114
9. Second oper.	-	-	-	-	-	-	-	F2I	1115
10. Education	-	-	-	-	-	-	-	F2J	1116
11. Dept. head	-	-	-	-	-	-	-	F2K	1117
12. Test pilot	-	-	-	-	-	-	-	F2L	1118

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DESIRABILITY2**

SECTION: Career Transitions

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating the desirability of various career events.

ITEM(S):

13. Becoming department head
14. Screening for a proven subspecialty
15. Screening for command
16. Failing to be selected for command
17. Becoming squadron XO
18. Becoming squadron CO
19. Leaving CO tour
20. Coming upon 20 years-the retirement decision
21. Deciding to retire or not to retire as soon as eligible
22. Being selected for O-6
23. Being selected for flag rank
24. Retiring from active duty

RESPONSE SCALE:

1. Not At All Desirable
- 2.
3. Moderately Desirable
- 4.
5. Extremely Desirable
6. Don't Know

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
13.Becoming head.-	-	-	-	-	-	-	-	F2M	1119
14.Proven subsp. -	-	-	-	-	-	-	-	F2N	1120
15.Command .	-	-	-	-	-	-	-	F2O	1121
16.Failing to	-	-	-	-	-	-	-	F2P	1122
17.XO	-	-	-	-	-	-	-	F2Q	1123
18.CO	-	-	-	-	-	-	-	F2R	1124
19.Leaving CO	-	-	-	-	-	-	-	F2S	1125
20.20 years	-	-	-	-	-	-	-	F2T	1126
21.Retire	-	-	-	-	-	-	-	F2U	1127
22.0-6	-	-	-	-	-	-	-	F2V	1128
23.Flag rank	-	-	-	-	-	-	-	F2W	1129
24.Active duty	-	-	-	-	-	-	-	F2X	1130

NOTES:

These questions are a continuation of "Desirability of career events".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER EVENT RECENTLY GONE THROUGH**

SECTION: Career Transitions

SECTION ITEM NO.: 003

DEFINITION:

A two-digit code indicating the career event an officer has most recently gone through.

ITEM(S):

This question relates to the single career event of Question 2 which you are closest to in your career.

Which one career event have you recently gone through or are about to go through? Mark the letter associated with the event in Question 2.

RESPONSE SCALE:

Letter "a" to letter "x"

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Most recent	-	-	-	-	-	-	-	F3A	1131-1132

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **WHERE ARE YOU IN PROCESS OF EVENT**

SECTION: Career Transitions

SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating where officer is in the process of this career event.

ITEM(S):

Where are you in the process of this event?

1. I have recently gone through this event.
2. I am about to go through this event.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Process	-	-	-	-	-	-	-	F3B	1133

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **APPROXIMATE MONTH OF THE EVENT**

SECTION: Career Transitions

SECTION ITEM NO.: 005

DEFINITION:

A two-digit code indicating the month of the event.

ITEM(S):

What was/is the approximate month of the event?

1. JAN
2. FEB
3. MAR
4. APR
5. MAY
6. JUN
7. JUL
8. AUG
9. SEP
10. OCT
11. NOV
12. DEC

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Month	-	-	-	-	-	-	-	F3C1	1134-1135

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **APPROXIMATE YEAR OF THE EVENT**

SECTION: Career Transitions

SECTION ITEM NO.: 006

DEFINITION:

A two-digit code indicating the year of the career event.

ITEM(S):

What was/is the approximate year of the event?

1. 1981
2. 1982
3. 1983
4. 1984
5. 1985
6. 1986
7. 1987
8. 1988
9. 1989
10. 1990
11. 1991
12. 1992

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Year	-	-	-	-	-	-	-	F3C2	1136-1137

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DID EVENT INVOLVE RELOCATION

SECTION: Career Transitions

SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating whether career event involved a relocation.

ITEM(S):

Does this event involve a relocation (PCS)?

1. Yes
2. No
3. Uncertain

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Relocation	-	-	-	-	-	-	-	F3D	1138

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CHANGE FOR BETTER OR WORSE**

SECTION: Career Transitions

SECTION ITEM NO.: 008

DEFINITION:

A one-digit code indicating whether change was for the better or for the worse.

ITEM(S):

For you, was/is this a change for the better or for the worse?

1. Definitely for the better
2. Probably for the better
3. Probably for the worse
4. Definitely for the worse

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Better or worse -	-	-	-	-	-	-	-	G2	1139

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CONTROL OVER THIS EVENT**

SECTION: Career Transitions

SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating how much control officer had over aspects of the event.

ITEM(S):

How much control did/do you feel that you had/will have over all the different aspects of this event?

1. Complete Control
- 2.
3. Some Control
- 4.
5. No Control

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Control	-	-	-	-	-	-	-	G3	1140

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW MUCH YOU STAND TO GAIN**

SECTION: Career Transitions

SECTION ITEM NO.: 010

DEFINITION:

A series of one-digit responses indicating how much officer has to gain from this event.

ITEM(S):

Looking at all the real or anticipated effects of this event (responsibility, money, friends, family time, autonomy, etc.) provide an estimate of how much you stand to gain:

1. In your personal life
2. For your personal career goals
3. For your Navy career
4. For your family life

RESPONSE SCALE:

1. Very Little To Gain
- 2.
3. A Moderate Amount To Gain
- 4.
5. A Great Deal To Gain

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Personal life	-	-	-	-	-	-	-	G4A	1141
2. Career goals	-	-	-	-	-	-	-	G4B	1142
3. Navy career	-	-	-	-	-	-	-	G4C	1143
4. Family life	-	-	-	-	-	-	-	G4D	1144

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW MUCH YOU STAND TO LOSE**

SECTION: Career Transitions

SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating how much officer stands to lose from this event.

ITEM(S):

Looking at all the real or anticipated effects of this event (responsibility, money, friends, family time, autonomy, etc.) provide an estimate of how much you stand to lose:

1. In your personal life
2. For your personal career goals
3. For your Navy career
4. For your family life

RESPONSE SCALE:

1. Very Little To Lose
- 2.
3. A Moderate Amount To Lose
- 4.
5. A Great Deal To Lose

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Personal life	-	-	-	-	-	-	-	G5A	1145
2. Career goals	-	-	-	-	-	-	-	G5B	1146
3. Navy career	-	-	-	-	-	-	-	G5C	1147
4. Family life	-	-	-	-	-	-	-	G5D	1148

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **WHEN I LEFT IT FELT LIKE A BIG CHANGE**

SECTION: Career Transitions

SECTION ITEM NO.: 012

DEFINITION:

A one-digit code indicating whether leaving active duty service felt like a big change.

ITEM(S):

When I left active duty service, it felt like a big change:

1. Strongly Disagree
2. Disagree
3. Uncertain
4. Agree
5. Strongly Agree

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Big change	-	-	-	-	B1	B1	-	-	1149

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SATISFACTION WITH DECISION TO LEAVE**

SECTION: Career Transitions

SECTION ITEM NO.: 013

DEFINITION:

A one-digit code indicating how satisfied officer is with decision to leave the Navy.

ITEM(S):

Taking everything into account, how satisfied are you with your decision to leave the Navy?

1. Very Dissatisfied
2. Dissatisfied
3. Neither Satisfied Nor Dissatisfied
4. Satisfied
5. Very Satisfied

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Satisfaction	-	-	-	-	B2	B2	-	-	1150

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW EASY TO ADJUST TO JOB AFTER CHANGE**

SECTION: Career Transitions

SECTION ITEM NO.: 014

DEFINITION:

A one-digit code indicating how easy it was for officer to adjust to job after the change.

ITEM(S):

If you have recently completed a career event (the one marked on page 11), how easy or difficult was it for you to adjust to your job after the change? If you have not yet gone through the career event (on page 11), how easy or difficult do you anticipate it will be for you to adjust to your job after making the change?

1. Very difficult
2. Difficult
3. Uncertain
4. Easy
5. Very easy

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Adjustment	-	-	-	-	-	-	-	G6	1151

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW EASY FOR FAMILY TO ADJUST TO CHANGE**

SECTION: Career Transitions

SECTION ITEM NO.: 015

DEFINITION:

A one-digit response indicating how easy it was for officers' family to adjust after the change.

ITEM(S):

If you have recently completed a career event, how easy or difficult was it for your family to adjust after the change? If you have not yet gone through the career event, how easy or difficult do you anticipate it will be for your family to adjust after making the change?

1. Very difficult
2. Difficult
3. Uncertain
4. Easy
5. Very easy
6. Not applicable

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Family adjust	-	-	-	-	-	-	-	G7	1152

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW IMPORTANT A ROLE HAS NAVY CAREER PLAYED**

SECTION: Career Transitions

SECTION ITEM NO.: 016

DEFINITION:

A one-digit code indicating how important a role an officers' Navy career has played.

ITEM(S):

Of all of your experiences since high school, how important a role has your Navy career played?

1. Not at all Important
2. Somewhat Important
3. Considerably Important
4. Very Important
5. Of Utmost Importance

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Important role	-	-	-	-	B3	B3	-	-	1153

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPORTANCE OF RESIGNATION FROM NAVY**

SECTION: Career Transitions

SECTION ITEM NO.: 017

DEFINITION:

A one-digit code indicating how important resignation from the Navy was to the officer.

ITEM(S):

How important was resignation from the Navy to you at the time you resigned?

1. Not at all Important
2. Somewhat Important
3. Considerably Important
4. Very Important
5. Of Utmost Importance

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Resignation	-	-	-	-	B4	B4	-	-	1154

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DIFFICULTY IN ADJUSTING TO CIVILIAN LIFE**

SECTION: Career Transitions

SECTION ITEM NO.: 018

DEFINITION:

A series of one-digit responses indicating how difficult it was for officer to adjust to civilian life after retiring.

ITEM(S):

How difficult has it been to adjust to civilian life since you retired from the Navy?

Answer for each point in time presented below  
(N/A=8):

1. 6 months after retiring from the Navy.
2. 1 year after retiring.
3. 1-1/2 years after retiring.
4. 2 years after retiring.
5. 3 years after retiring.
6. 4 years after retiring.
7. 5 years after retiring.

RESPONSE SCALE:

1. Very Difficult
2. Moderately Difficult
3. Neutral
4. Moderately Enjoyable
5. Very Enjoyable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. 6 months	-	-	-	-	-	-	E1A	-	1155
2. 1 year	-	-	-	-	-	-	E1B	-	1156
3. 1-1/2 yrs.	-	-	-	-	-	-	E1C	-	1157
4. 2 years	-	-	-	-	-	-	E1D	-	1158
5. 3 years	-	-	-	-	-	-	E1E	-	1159
6. 4 years	-	-	-	-	-	-	E1F	-	1160
7. 5 years	-	-	-	-	-	-	E1G	-	1161

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **QUICKLY DID REQUEST TO RETIRE PROCEED**

SECTION: Career Transitions

SECTION ITEM NO.: 019

DEFINITION:

A one-digit code indicating how long an officer's request to retire proceeded.

ITEM(S):

If your retirement from the Navy was voluntary, how quickly, from an administrative standpoint, did your request to retire proceed? (Put "8" if your retirement was mandatory.)

1. Extremely Quickly
- 2.
- 3.
4. Neither Quickly Nor Slowly
- 5.
- 6.
7. Extremely Slowly

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Request to retire-	-	-	-	-	-	-	C4	-	1162

NOTES:



**APPENDIX N**  
**MATERIEL PROFESSIONAL**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AREA OF CURRENT ASSIGNMENT**

SECTION: Materiel Professional      SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating the area of officers' current assignment.

ITEM(S):

Your current assignment is in the area of:

1. Acquisition
2. Logistics
3. Planning and Policy
4. Fleet Support
5. Test and Evaluation
6. Research and Development

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Area of assig.	-	-	-	I1	-	-	-	-	1163

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PRESENT BILLET CLASSIFIED AS**

SECTION: Materiel Professional      SECTION ITEM NO.: 002

DEFINITION: .

A one-digit code indicating what an officer's present billet is classified as.

ITEM(S):

What is your present billet classified as?

1. It is an MP billet
2. Don't know if it is an MP billet or not
3. It is not an MP billet

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Present billet	-	-	-	I2	-	-	-	-	1164

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW LONG HAVE YOU BEEN IN PRESENT ASSIGNMENT**

SECTION: Materiel Professional      SECTION ITEM NO.: 003

DEFINITION: .

A one-digit code indicating how long officer has been in present assignment.

ITEM(S):

How long have you been in your present assignment?

1. On way to new assignment
2. 2 months or less
3. 3-4 months
4. 5-6 months
5. 7-8 months
6. 9-10 months
7. 11-12 months
8. More than a year

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Length of time	-	-	-	I3	-	-	-	-	1165

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NEXT ASSIGNMENT IS**

SECTION: Materiel Professional      SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating what officer's next assignment will be.

ITEM(S):

My next assignment is:

1. An MP billet
2. Not an MP billet
3. Don't know

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Next assign.	-	-	-	I4	-	-	-	-	1166

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **LEVEL OF AGREEMENT / MP**

SECTION: Materiel Professional      SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses indicating level of agreement with various items dealing with Materiel Professional path.

ITEM(S):

Please indicate your level of agreement with each of the following items.

1. My undergraduate education is directly applicable to my present work
2. My graduate education is directly applicable to my present work
3. It was my management experience as a warfare officer or (G)URL, that is essential to my present assignment
4. I have been able to apply my specific warfare knowledge in my present position
5. It is primarily my experience as an MP or related billets experience that is essential to effective MP performancy
6. To be most effective, officers should be rotated between MP and non-MP billets
7. A technical background (i.e. engineering or science) is essential to being an effective MP officer
8. Mastery of technical language is more important than mastery of current technical concepts
9. An officer should have a subspecialty before becoming an MP
10. I would recommend the MP career path to other officers
11. CDR command is essential to performing effectively as an MP

RESPONSE SCALE:

1. Strongly Disagree
- 2.
3. Not Sure
- 4.
5. Strongly Agree
6. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Undergrad.	-	-	-	I5A	-	-	-	-	1167
2. Graduate	-	-	-	I5B	-	-	-	-	1168
3. Management	-	-	-	I5C	-	-	-	-	1169
4. Warfare know.	-	-	-	I5D	-	-	-	-	1170
5. Effective MP	-	-	-	I5E	-	-	-	-	1171
6. MP & non-MP	-	-	-	I5F	-	-	-	-	1172
7. Technical	-	-	-	I5G	-	-	-	-	1173
8. Mastery	-	-	-	I5H	-	-	-	-	1174
9. Subspecialty	-	-	-	I5I	-	-	-	-	1175
10. MP path	-	-	-	I5J	-	-	-	-	1176
11. CDR command	-	-	-	I5K	-	-	-	-	1177

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW DID YOU BECOME AN MP**

SECTION: Materiel Professional      SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating how officer became an MP.

ITEM(S):

How did you become an MP?

1. I applied and was accepted by the board
2. Even though I didn't apply I was selected
3. Other (please explain)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
MP	-	-	-	I6	-	-	-	-	1178

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW DO YOU EVALUATE MP CAREER PATH**

SECTION: Materiel Professional      SECTION ITEM NO.: 007

DEFINITION:

A one-digit code evaluating the MP career path.

ITEM(S):

Compared to other careers in the Navy, how do you evaluate the MP career path?

1. Very Poor
- 2.
- 3.
4. Average
- 5.
- 6.
7. Very Good
8. N/A

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Evaluation	-	-	-	I7	-	-	-	-	1179

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NUMBER OF MP ASSIGNMENTS**

SECTION: Materiel Professional      SECTION ITEM NO.: 008

DEFINITION:

A one-digit code indicating number of MP assignments officer has had.

ITEM(S):

How many MP assignments have you had?

1. 1
2. 2
3. 3
4. 4
5. 5
6. 6 or more

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Assignments	-	-	-	18	-	-	-	-	1180

NOTES:

**APPENDIX O**  
**PERFORMANCE**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EFFECTIVENESS IN LEADERSHIP ROLE**

SECTION: Performance

SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating effectiveness of officer in leadership role.

ITEM(S):

How effective are you in carrying out your duties  
in your present leadership role?

1. Very effective
2. Effective
3. Holding my own
4. Ineffective
5. Very ineffective
6. Don't know

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Leader role	-	-	-	-	-	-	-	J1	1181

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EFFECTIVENESS IN MANAGERIAL ROLE**

SECTION: Performance

SECTION ITEM NO.: 002

DEFINITION: .

A one-digit code indicating effectiveness of officer in managerial role.

ITEM(S):

How effective are you in carrying out your duties in your present managerial role?

1. Very effective
2. Effective
3. Holding my own
4. Ineffective
5. Very ineffective
6. Don't know

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Manager role	-	-	-	-	-	-	-	J2	1182

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CONFIDENCE IN LEADERSHIP ABILITIES**

SECTION: Performance

SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating officers' confidence in leadership abilities.

ITEM(S):

Overall, how much confidence do you have in your leadership abilities?

1. A great deal
2. Some
3. Little
4. None
5. Don't know

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Confidence	-	-	-	-	-	-	-	J3	1183

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HIGHEST GRADE YOU CAN ACHIEVE**

SECTION: Performance

SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating the highest grade an officer feels he/she can achieve.

ITEM(S):

Given your history of performance in the Navy,  
what is the highest grade you think you can  
achieve?

1. LT
2. LCDR
3. CDR
4. CAPT
5. RADM, Lower half
6. RADM, Upper half
7. VADM
8. ADM

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Highest grade	-	-	-	-	-	-	-	J4	1184

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PERFORMANCE INACCURATELY PORTRAYED**

SECTION: Performance

SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating to what degree an officer feels his/her performance was inaccurately portrayed on most recent FitRep.

ITEM(S):

To what degree do you think your performance was inaccurately portrayed on your most recent fitness report?

1. Performance was considerably higher than reported
2. Performance was somewhat higher than reported
3. Performance was accurately reported
4. Performance was somewhat lower than reported
5. Performance was considerably lower than reported

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Inaccurate	-	-	-	-	-	-	-	J6	1185

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FITNESS REPORT (PERCENTAGE)**

SECTION: Performance

SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating in which percentage an officer's Fitness Report was.

ITEM(S):

Generally speaking, were your fitness reports in the:

1. Top 1%
2. Top 5%
3. Top 10%
4. Top 30%
5. Top 50%
6. Bottom 50%

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Percentage	-	-	-	-	A6	A7	-	-	1186

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FITNESS REPORT**

SECTION: Performance

SECTION ITEM NO.: 007

DEFINITION:

A series of responses providing information from most recent fitness report received by an officer.

ITEM(S):

Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours,....No information from an individual will be reported.

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J11A	J11A	K11A	-	-	-	-	J5A	1187-1188
2. Year	J11B	J11B	K11B	-	-	-	-	J5B	1189-1190
3. Sea/Shore	J11C	J11C	K11C	-	-	-	-	J5C	1191
4. Field Circ.	J11D	J11D	K11D	-	-	-	-	J5D	1192
5. 1%	J11E	J11E	K11E	-	-	-	-	J5E	1193-1195
6. 5%	J11F	J11F	K11F	-	-	-	-	J5F	1196-1198
7. 10%	J11G	J11G	K11G	-	-	-	-	J5G	1199-1201
8. 30%	J11H	J11H	K11H	-	-	-	-	J5H	1202-1204
9. 50%	J11I	J11I	K11I	-	-	-	-	J5I	1205-1207
10. 50%	J11J	J11J	K11J	-	-	-	-	J5J	1208-1210
11. 30% Mar. Uns.	J11K	J11K	K11K	-	-	-	-	J5K	1211-1213
12. Recmd Early	J11L	J11L	K11L	-	-	-	-	J5L	1214
13. Ranking	J11M	J11M	K11M	-	-	-	-	J5M	1215-1217
14. Num. Recmd	J11N	J11N	K11N	-	-	-	-	J5N	1218-1220

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT2

SECTION: Performance

SECTION ITEM NO.: 008

DEFINITION:

A series of responses providing information from second most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J12A	J12A	K12A	-	-	-	-	-	1221-1222
2. Year	J12B	J12B	K12B	-	-	-	-	-	1223-1224
3. Sea/Shore	J12C	J12C	K12C	-	-	-	-	-	1225
4. Field Circ.	J12D	J12D	K12D	-	-	-	-	-	1226
5. 1%	J12E	J12E	K12E	-	-	-	-	-	1227-1229
6. 5%	J12F	J12F	K12F	-	-	-	-	-	1230-1232
7. 10%	J12G	J12G	K12G	-	-	-	-	-	1233-1235
8. 30%	J12H	J12H	K12H	-	-	-	-	-	1236-1238
9. 50%	J12I	J12I	K12I	-	-	-	-	-	1239-1241
10. 50%	J12J	J12J	K12J	-	-	-	-	-	1242-1244
11. 30% Mar.Uns.	J12K	J12K	K12K	-	-	-	-	-	1245-1247
12 Recmd Early	J12L	J12L	K12L	-	-	-	-	-	1248
13. Ranking	J12M	J12M	K12M						1249-1251
14. Num. Recmd	J12N	J12N	K12N						1252-1254

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT3

SECTION: Performance

SECTION ITEM NO.: 009

DEFINITION:

A series of responses providing information from third most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J13A	J13A	K13A	-	-	-	-	-	1255-1256
2. Year	J13B	J13B	K13B	-	-	-	-	-	1257-1258
3. Sea/Shore	J13C	J13C	K13C	-	-	-	-	-	1259
4. Field Circ.	J13D	J13D	K13D	-	-	-	-	-	1260
5. 1%	J13E	J13E	K13E	-	-	-	-	-	1261-1263
6. 5%	J13F	J13F	K13F	-	-	-	-	-	1264-1266
7. 10%	J13G	J13G	K13G	-	-	-	-	-	1267-1269
8. 30%	J13H	J13H	K13H	-	-	-	-	-	1270-1272
9. 50%	J13I	J13I	K13I	-	-	-	-	-	1273-1275
10. 50%	J13J	J13J	K13J	-	-	-	-	-	1276-1278
11. 30% Mar. Uns.	J13K	J13K	K13K	-	-	-	-	-	1279-1281
12. Recmd Early	J13L	J13L	K13L	-	-	-	-	-	1282
13. Ranking	J13M	J13M	K13M	-	-	-	-	-	1283-1285
14. Num Recmd	J13N	J13N	K13N	-	-	-	-	-	1286-1288

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT4

SECTION: Performance

SECTION ITEM NO.: 010

DEFINITION:

A series of responses providing information from fourth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J14A	J14A	K14A	-	-	-	-	-	1289-1290
2. Year	J14B	J14B	K14B	-	-	-	-	-	1291-1292
3. Sea/Shore	J14C	J14C	K14C	-	-	-	-	-	1293
4. Field Circ.	J14D	J14D	K14D	-	-	-	-	-	1294
5. 1%	J14E	J14E	K14E	-	-	-	-	-	1295-1297
6. 5%	J14F	J14F	K14F	-	-	-	-	-	1298-1300
7. 10%	J14G	J14G	K14G	-	-	-	-	-	1301-1303
8. 30%	J14H	J14H	K14H	-	-	-	-	-	1304-1306
9. 50%	J14I	J14I	K14I	-	-	-	-	-	1307-1309
10. 50%	J14J	J14J	K14J	-	-	-	-	-	1310-1312
11. 30% Mar. Uns.	J14K	J14K	K14K	-	-	-	-	-	1313-1315
12. Recmd Early	J14L	J14L	K14L	-	-	-	-	-	1316
13. Ranking	J14M	J14M	K14M	-	-	-	-	-	1317-1319
14. Num. Recmd	J14N	J14N	K14N	-	-	-	-	-	1320-1322

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT5

SECTION: Performance

SECTION ITEM NO.: 011

DEFINITION:

A series of responses providing information from fifth most recent fitness report received by an officer.

ITEM(S) :

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J15A	J15A	K15A	-	-	-	-	-	1323-1324
2. Year	J15B	J15B	K15B	-	-	-	-	-	1325-1326
3. Sea/Shore	J15C	J15C	K15C	-	-	-	-	-	1327
4. Field Circ.	J15D	J15D	K15D	-	-	-	-	-	1328
5. 1%	J15E	J15E	K15E	-	-	-	-	-	1329-1331
6. 5%	J15F	J15F	K15F	-	-	-	-	-	1332-1334
7. 10%	J15G	J15G	K15G	-	-	-	-	-	1335-1337
8. 30%	J15H	J15H	K15H	-	-	-	-	-	1338-1340
9. 50%	J15I	J15I	K15I	-	-	-	-	-	1341-1343
10. 50%	J15J	J15J	K15J	-	-	-	-	-	1344-1346
11. 30% Mar. Uns.	J15K	J15K	K15K	-	-	-	-	-	1347-1349
12. Recmd Early	J15L	J15L	K15L	-	-	-	-	-	1350
13. Ranking	J15M	J15M	K15M	-	-	-	-	-	1351-1353
14. Num. Recmd	J15N	J15N	K15N	-	-	-	-	-	1354-1356

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT6

SECTION: Performance

SECTION ITEM NO.: 012

DEFINITION:

A series of responses providing information from sixth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J16A	J16A	K16A	-	-	-	-	-	1357-1358
2. Year	J16B	J16B	K16B	-	-	-	-	-	1359-1360
3. Sea/Shore	J16C	J16C	K16C	-	-	-	-	-	1361
4. Field Circ.	J16D	J16D	K16D	-	-	-	-	-	1362
5. 1%	J16E	J16E	K16E	-	-	-	-	-	1363-1365
6. 5%	J16F	J16F	K16F	-	-	-	-	-	1366-1368
7. 10%	J16G	J16G	K16G	-	-	-	-	-	1369-1371
8. 30%	J16H	J16H	K16H	-	-	-	-	-	1372-1374
9. 50%	J16I	J16I	K16I	-	-	-	-	-	1375-1377
10. 50%	J16J	J16J	K16J	-	-	-	-	-	1378-1380
11. 30% Mar. Uns.	J16K	J16K	K16K	-	-	-	-	-	1381-1383
12. Recmd Early	J16L	J16L	K16L	-	-	-	-	-	1384
13. Ranking	J16M	J16M	K16M	-	-	-	-	-	1385-1387
14. Num. Recmd	J16N	J16N	K16N	-	-	-	-	-	1388-1390

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT7

SECTION: Performance

SECTION ITEM NO.: 013

DEFINITION:

A series of responses providing information from seventh most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J17A	J17A	K17A	-	-	-	-	-	1391-1392
2. Year	J17B	J17B	K17B	-	-	-	-	-	1393-1394
3. Sea/Shore	J17C	J17C	K17C	-	-	-	-	-	1395
4. Field Circ.	J17D	J17D	K17D	-	-	-	-	-	1396
5. 1%	J17E	J17E	K17E	-	-	-	-	-	1397-1399
6. 5%	J17F	J17F	K17F	-	-	-	-	-	1400-1402
7. 10%	J17G	J17G	K17G	-	-	-	-	-	1403-1405
8. 30%	J17H	J17H	K17H	-	-	-	-	-	1406-1408
9. 50%	J17I	J17I	K17I	-	-	-	-	-	1409-1411
10. 50%	J17J	J17J	K17J	-	-	-	-	-	1412-1414
11. 30% Mar. Uns.	J17K	J17K	K17K	-	-	-	-	-	1415-1417
12. Recmd Early	J17L	J17L	K17L	-	-	-	-	-	1418
13. Ranking	J17M	J17M	K17M	-	-	-	-	-	1419-1421
14. Num. Recmd	J17N	J17N	K17N	-	-	-	-	-	1422-1424

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT8

SECTION: Performance

SECTION ITEM NO.: 014

DEFINITION:

A series of responses providing information from eighth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J18A	J18A	K18A	-	-	-	-	-	1425-1426
2. Year	J18B	J18B	K18B	-	-	-	-	-	1427-1428
3. Sea/Shore	J18C	J18C	K18C	-	-	-	-	-	1429
4. Field Circ.	J18D	J18D	K18D	-	-	-	-	-	1430
5. 1%	J18E	J18E	K18E	-	-	-	-	-	1431-1433
6. 5%	J18F	J18F	K18F	-	-	-	-	-	1434-1436
7. 10%	J18G	J18G	K18G	-	-	-	-	-	1437-1439
8. 30%	J18H	J18H	K18H	-	-	-	-	-	1440-1442
9. 50%	J18I	J18I	K18I	-	-	-	-	-	1443-1445
10. 50%	J18J	J18J	K18J	-	-	-	-	-	1446-1448
11. 30% Mar. Uns.	J18K	J18K	K18K	-	-	-	-	-	1449-1451
12. Recmd Early	J18L	J18L	K18L	-	-	-	-	-	1452
13. Ranking	J18M	J18M	K18M	-	-	-	-	-	1453-1455
14. Num. Recmd	J18N	J18N	K18N	-	-	-	-	-	1456-1458

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT9

SECTION: Performance

SECTION ITEM NO.: 015

DEFINITION:

A series of responses providing information from ninth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J19A	J19A	K19A	-	-	-	-	-	1459-1460
2. Year	J19B	J19B	K19B	-	-	-	-	-	1461-1462
3. Sea/Shore	J19C	J19C	K19C	-	-	-	-	-	1463
4. Field Circ.	J19D	J19D	K19D	-	-	-	-	-	1464
5. 1%	J19E	J19E	K19E	-	-	-	-	-	1465-1467
6. 5%	J19F	J19F	K19F	-	-	-	-	-	1468-1470
7. 10%	J19G	J19G	K19G	-	-	-	-	-	1471-1473
8. 30%	J19H	J19H	K19H	-	-	-	-	-	1474-1476
9. 50%	J19I	J19I	K19I	-	-	-	-	-	1477-1479
10. 50%	J19J	J19J	K19J	-	-	-	-	-	1480-1482
11. 30% Mar. Uns.	J19K	J19K	K19K	-	-	-	-	-	1483-1485
12. Recmd Early	J19L	J19L	K19L	-	-	-	-	-	1486
13. Ranking	J19M	J19M	K19M	-	-	-	-	-	1487-1489
14. Num. Recmd	J19N	J19N	K19N	-	-	-	-	-	1490-1492

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT10

SECTION: Performance

SECTION ITEM NO.: 016

DEFINITION:

A series of responses providing information from tenth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J110A	J110A	K110A	-	-	-	-	-	1493-1494
2. Year	J110B	J110B	K110B	-	-	-	-	-	1495-1496
3. Sea/Shore	J110C	J110C	K110C	-	-	-	-	-	1497
4. Field Circ.	J110D	J110D	K110D	-	-	-	-	-	1498
5. 1%	J110E	J110E	K110E	-	-	-	-	-	1499-1501
6. 5%	J110F	J110F	K110F	-	-	-	-	-	1502-1504
7. 10%	J110G	J110G	K110G	-	-	-	-	-	1505-1507
8. 30%	J110H	J110H	K110H	-	-	-	-	-	1508-1510
9. 50%	J110I	J110I	K110I	-	-	-	-	-	1511-1513
10. 50%	J110J	J110J	K110J	-	-	-	-	-	1514-1516
11. 30% Mar.Uns.	J110K	J110K	K110K	-	-	-	-	-	1517-1519
12. Recmd Early	J110L	J110L	K110L	-	-	-	-	-	1520
13. Ranking	J110M	J110M	K110M	-	-	-	-	-	1521-1523
14. Num. Recmd	J110N	J110N	K110N	-	-	-	-	-	1524-1526

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT11

SECTION: Performance

SECTION ITEM NO.: 017

DEFINITION:

A series of responses providing information from eleventh most recent fitness report received by an officer.

ITEM(S) :

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J111A	J111A	K111A	-	-	-	-	-	1527-1528
2. Year	J111B	J111B	K111B	-	-	-	-	-	1529-1530
3. Sea/Shore	J111C	J111C	K111C	-	-	-	-	-	1531
4. Field Circ.	J111D	J111D	K111D	-	-	-	-	-	1532
5. 1%	J111E	J111E	K111E	-	-	-	-	-	1533-1535
6. 5%	J111F	J111F	K111F	-	-	-	-	-	1536-1538
7. 10%	J111G	J111G	K111G	-	-	-	-	-	1539-1541
8. 30%	J111H	J111H	K111H	-	-	-	-	-	1542-1544
9. 50%	J111I	J111I	K111I	-	-	-	-	-	1545-1547
10. 50%	J111J	J111J	K111J	-	-	-	-	-	1548-1550
11. 30% Mar.Uns.	J111K	J111K	K111K	-	-	-	-	-	1551-1553
12. Recmd Early	J111L	J111L	K111L	-	-	-	-	-	1554
13. Ranking	J111M	J111M	K111M	-	-	-	-	-	1555-1557
14. Num. Recmd	J111N	J111N	K111N	-	-	-	-	-	1558-1560

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT12

SECTION: Performance

SECTION ITEM NO.: 018

DEFINITION:

A series of responses providing information from twelfth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J112A	J112A	K112A	-	-	-	-	-	1561-1562
2. Year	J112B	J112B	K112B	-	-	-	-	-	1563-1564
3. Sea/Shore	J112C	J112C	K112C	-	-	-	-	-	1565
4. Field Circ.	J112D	J112D	K112D	-	-	-	-	-	1566
5. 1%	J112E	J112E	K112E	-	-	-	-	-	1567-1569
6. 5%	J112F	J112F	K112F	-	-	-	-	-	1570-1572
7. 10%	J112G	J112G	K112G	-	-	-	-	-	1573-1575
8. 30%	J112H	J112H	K112H	-	-	-	-	-	1576-1578
9. 50%	J112I	J112I	K112I	-	-	-	-	-	1579-1581
10. 50%	J112J	J112J	K112J	-	-	-	-	-	1582-1584
11. 30% Mar.Uns.	J112K	J112K	K112K	-	-	-	-	-	1585-1587
12. Recmd Early	J112L	J112L	K112L	-	-	-	-	-	1588
13. Ranking	J112M	J112M	K112M	-	-	-	-	-	1589-1591
14. Num. Recmd	J112N	J112N	K112N	-	-	-	-	-	1592-1594

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT13

SECTION: Performance

SECTION ITEM NO.: 019

DEFINITION:

A series of responses providing information from thirteenth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J113A	J113A	K113A	-	-	-	-	-	1595-1596
2. Year	J113B	J113B	K113B	-	-	-	-	-	1597-1598
3. Sea/Shore	J113C	J113C	K113C	-	-	-	-	-	1599
4. Field Circ.	J113D	J113D	K113D	-	-	-	-	-	1600
5. 1%	J113E	J113E	K113E	-	-	-	-	-	1601-1603
6. 5%	J113F	J113F	K113F	-	-	-	-	-	1604-1606
7. 10%	J113G	J113G	K113G	-	-	-	-	-	1607-1609
8. 30%	J113H	J113H	K113H	-	-	-	-	-	1610-1612
9. 50%	J113I	J113I	K113I	-	-	-	-	-	1613-1615
10. 50%	J113J	J113J	K113J	-	-	-	-	-	1616-1618
11. 30% Mar.Uns.	J113K	J113K	K113K	-	-	-	-	-	1619-1621
12. Recmd Early	J113L	J113L	K113L	-	-	-	-	-	1622
13. Ranking	J113M	J113M	K113M	-	-	-	-	-	1623-1625
14. Num. Recmd	J113N	J113N	K113N	-	-	-	-	-	1626-1628

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational



**APPENDIX P**  
**OFFICER MASTER FILE DATA**

# PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ACADEMIC PROFILE CODE**

OMF ITEM NO.: 001

OMF CODE: ACPROF

COLUMN(S) 1710-1712

DEFINITION: A three-position numeric code used in determining PG school eligibility.

1. First digit is the Quality Point Rating Code (Repeated courses and failures are computed).

<u>Code</u>	<u>Grade</u>	<u>Quality Point Rating Range</u>
0	A-/A	3.60 - 4.00
1	B+	3.20 - 3.59
2	B-/B	2.60 - 3.19
3	C+	2.20 - 2.59
4	C	1.90 - 2.19
5	C- or below	0 - 1.89

2. Second digit is the Math Qualification Code.

<u>Code</u>	<u>Definition</u>
0	Significant post-calculus math with B average
1	2 or more calculus courses with B+ average
2	2 or more calculus courses with C+ average
3	1 calculus course with C grade or better
4	At least 2 pre-calculus courses with B average or better
5	At least one pre-calculus course with C grade
6	No math with C grade

3. Third digit is the Technical Qualification Code. Used for technical curriculum requiring physical science for entrance.

<u>Code</u>	<u>Lower Division</u>		<u>Upper Div Courses in</u>
	<u>Calculus-Based</u>	<u>Physics</u>	<u>Eng/Physical Science</u>
0	-	-	<u>Major</u> B+ average
1	-	-	C+ average
2	Complete sequence taken B+ average		
3	Complete sequence taken C+ average		
4	At least one course with C grade		
5	None		

---

ENTRY NAME: **ACTIVE DUTY BASE DATE**

OMF ITEM NO.: 002

OMF CODE: ABDBYR  
          ABDBMO  
          ABDBDA

COLUMN(S) 1713-1714  
          1715-1716  
          1717-1718

DEFINITION: A six-digit code (last 2 digits of year, month, and day) representing the date when active duty (enlisted, warrant, and commissioned) in any of the U.S. Armed Services and their reserve components would have begun if it were continuous to the present.

---

ENTRY NAME: **ACTIVITY MISSION CODE**

OMF ITEM NO.: 003

OMF CODE: ACMISCOD

COLUMN(S) 1719-1720

DEFINITION A two-character alphanumeric code which groups activities by mission. This code relates an activity to an Officer Support Branch placement desk for distribution purposes. Generally, codes A-I are assigned to sea duty activities and codes J-Z are assigned to shore activities.

NOTES:

For listing of codes, please refer to OFFICER MASTER FILE (OMF) DATA ELEMENTS DICTIONARY, ITEM 1-7.

---

ENTRY NAME: **ACTUAL LOSS DATE**

OMF ITEM NO.: 004

OMF CODE: LOSDATYR  
          LOSDATMO  
          LOSDATDA

COLUMN(S) 1721-1722  
          1723-1724  
          1725-1726

DEFINITION: A six-position field (last two digits of year, month, and day) indicating loss date of P9 transaction.

---

---

ENTRY NAME: **ADDITIONAL QUALIFICATION  
DESIGNATION**

OMF ITEM NO.: 005

OMF CODE: AQD1	COLUMN(S) 1727-1729
AQD2	1730-1732
AQD3	1733-1735
AQD4	1736-1738
AQD5	1739-1741
AQD6	1742-1744
AQD7	1745-1747
AQD8	1748-1750
AQD9	1751-1753
AQD10	1754-1756
AQD11	1757 1759
AQD12	1760-1762

DEFINITION: A three-position alphanumeric code which identifies the attainment of skills and knowledges, certified by competent authority, in addition to those identified by the officer designator.

NOTES:

1. The first character identifies a broad occupational area closely related to the officer's designator.
2. The second character specifies the qualifications appropriate to that occupation area.
3. The third character further defines the specific qualifications.
4. For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS Vol I, Major Code Structures, Appendix C.

---

ENTRY NAME: **ADDITIONAL QUALIFICATION  
DESIGNATION COUNTER**

OMF ITEM NO.: 006

OMF CODE: AQDCOUNT	COLUMN(S) 1763-1764
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DEFINITION: A two-position numeric counter of the total number of Additional Qualification Designations recorded in the officer master record.

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ENTRY NAME: **ADDITIONAL QUALIFICATION  
DESIGNATION - DATE**

OMF ITEM NO.: 007

OMF CODE: AQDDATE1	COLUMN(S) 1765-1766
AQDDATE2	1767-1768
AQDDATE3	1769-1770
AQDDATE4	1771-1772
AQDDATE5	1773-1774
AQDDATE6	1775-1776
AQDDATE7	1777-1778
AQDDATE8	1779-1780
AQDDATE9	1781-1782
AQDDATE10	1783-1784
AQDDATE11	1785-1786
AQDDATE12	1787-1788

DEFINITION: A two-position numeric year during which an Additional Qualification Designation was earned.

---

ENTRY NAME: **AVIATION BILLET INDICATOR**

OMF ITEM NO.: 008

OMF CODE: AVBILIN

COLUMN(S) 1789

DEFINITION: A one-position alphanumeric code which indicates the operational flying status of the billet in which an officer is currently serving.

<u>Code</u>	<u>Definition</u>
A	Operational flying billet. This officer was ordered in DIFOPS status and the MOF counter is being incremented monthly for gate purposes
C	Proficiency flying. Officer was ordered to duty involving proficiency flying (DIFPRO). The MOF counter <u>is not</u> being incremented (no longer used - retained for historical purposes).
O	This ABI is used for all aviation officers not ordered to DIFOPS or DIFPRO. The MOF counter <u>is not</u> being incremented.
(blank)	Current flying status under review or officer has acquired 18+ years aviation service

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ENTRY NAME: **AVIATION BILLET INDICATOR**      OMF ITEM NO.: 009  
**PENDING**

OMF CODE: AVBILINP      COLUMN(S) 1790

DEFINITION:      A one-position alphanumeric code which indicates the operational flying status of the billet to which an officer is ordered.

NOTES:

For codes, see OMF Item No.: 008, Aviation Billet Indicator (AVBILIN)

---

ENTRY NAME: **AVIATION OFFICER**      OMF ITEM NO.: 010  
**CONTINUATION PAY**  
**START DATE**

OMF CODE: AOC PSTYR      COLUMN(S) 1791-1792  
          AOC PSTMO      1793-1794  
          AOC PSTDA      1795-1796

DEFINITION:      A six-position date indicating the year, month, and day an officer started additional obligated service as a result of an Aviation Flight Bonus contract.

---

ENTRY NAME: **AVIATION OFFICER**      OMF ITEM NO.: 011  
**CONTINUATION PAY**  
**STOP DATE**

OMF CODE: AOC PSPYR      COLUMN(S) 1797-1798  
          AOC PSPMO      1799-1800  
          AOC PSPDA      1801-1802

DEFINITION:      A six-position date indicating the year, month, and day an officer completed additional obligated service as a result of an Aviation Flight Bonus contract.

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ENTRY NAME: **AVIATION OFFICER**  
**CONTINUATION PAY**  
**YEARS OBLIGATED**

OMF ITEM NO.: 012

OMF CODE: AOCPYRS

COLUMN(S) 1803

DEFINITION: A one-position field indicating the number of years an officer has obligated to serve as a result of an Aviation Flight Bonus contract.

---

ENTRY NAME: **AVIATION SERVICE**  
**ENTRY DATE**

OMF ITEM NO.: 013

OMF CODE: AVSENTYR  
AVSENTMO  
AVSENTDA

COLUMN(S) 1804-1805  
1806-1807  
1808-1809

DEFINITION: A six-position date (year, month, and day) an officer reported to an aviation activity to commence Primary Flight Training.

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ENTRY NAME: **COMMAND SCREEN RESULTS**

OMF ITEM NO.: 014

OMF CODE: SCREEN

COLUMN(S) 1810-1814

DEFINITION: A five-position alphanumeric code assigned to officers who have been considered by a Command Screening Board. The code describes the fiscal year considered, the type of command for which selected (or negative), and the standing (e.g., primary, alternate, etc.).

NOTES:

1. The first position of code indicates the final fiscal year in which most recent action was taken. An "X" indicates date of screening action not known.
2. The second position indicates Selection Category.
3. The third position indicates Board Sponsor.
4. The fourth position indicates type for which screened.
5. The fifth position indicates second type for which screened, if any.
6. For listing of codes for position 2 through 4, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 103.

---

ENTRY NAME: **DATE OF BIRTH**

OMF ITEM NO.: 015

OMF CODE: BIRTHYR  
BIRTHMO  
BIRTHDA

COLUMN(S) 1815-1816  
1817-1818  
1819-1820

DEFINITION: A six-digit date which shows the last 2 digits of year, month, and day of an officer's birth.

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ENTRY NAME: **DATE OF FIRST COMMISSION** OMF ITEM NO.: 016

OMF CODE: COMMYR COLUMN(S) 1821-1822  
COMMMO 1823-1824

DEFINITION: A four-digit date (last 2 digits of year and month) which indicates the acceptance and oath date of an officer's first naval commission.

---

ENTRY NAME: **DATE OF GAIN TO ACTIVE  
DUTY - INITIAL** OMF ITEM NO.: 017

OMF CODE: GAINYR COLUMN(S) 1825-1826  
GAINMO 1827-1828

DEFINITION: A four-digit date (last two digits of year and month) which indicates when an officer reported for his first tour of active duty.

---

ENTRY NAME: **DATE OF RANK** OMF ITEM NO.: 018

OMF CODE: RANKYR COLUMN(S) 1830-1831  
RANKMO 1832-1833

DEFINITION: A four-digit date (last two digits of year and month) of an officer's date of rank in his PRESENT GRADE.

NOTES:

Nine (999999999) may be recorded for officers whose date of rank is temporarily undetermined.

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ENTRY NAME: DECORATIONS CODE

OMF ITEM NO.: 019

OMF CODE: DECOCODE

COLUMN(S) 1835

DEFINITION: A one-digit code reflecting the Navy decoration with the highest precedence awarded an officer. Decorations by other services and governments are not included.

<u>Code</u>	<u>Definition</u>
1	Medal of Honor
2	Navy Cross
3	Distinguished Service Medal
4	Silver Star Medal
5	Legion of Merit
6	Distinguished Flying Cross
7	Navy and Marine Corps Medal
8	Bronze Star Medal
9	Meritorious Service Award
0	Air Medal

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ENTRY NAME: **DEPENDENCY CODE**  
**PRIMARY**

OMF ITEM NO.: 020

OMF CODE: DEPEND1

COLUMN(S) 1836

DEFINITION: A one-position alphanumeric code where the primary dependent is defined as any person who bears to a member of the uniformed services any of the following relationships:

1. Lawful spouse
2. An unmarried child (including any of the following categories of children is such child is dependent on the member; a stepchild, an adopted child, or an illegitimate child whose alleged member-father has been judicially decreed to be the father of the child in writing by the member) who either:
  - A. is under 21 years of age; or
  - B. is incapable of self-support because of a mental or physical incapacity and is in fact dependent on the member for over one-half of his/her support.
3. The husband of a female member of the uniformed services is such dependent can prove that he is fact dependent on the female member for over half of his support.

<u>Code</u>	<u>Definition</u>	<u>Code</u>	<u>Definition</u>
0	No primary dependents	A	1 dependent child
1	Spouse	B	2 dependent children
2	Spouse & 1 dependent child	C	3 dependent children
3	Spouse & 2 dependent children	D	4 dependent children
4	Spouse & 3 dependent children	E	5 dependent children
5	Spouse & 4 dependent children	F	6 dependent children
6	Spouse & 5 dependent children	G	7 dependent children
7	Spouse & 6 dependent children	H	8 or more dependent children
8	Spouse & 7 dependent children	K	Married (no primary dependents)*
9	Spouse & 8 or more dependent children		

\*Used to indentify service members married to other service members.

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ENTRY NAME: **DEPENDENCY CODE**  
**SECONDARY**

OMF ITEM NO.: 021

OMF CODE: DEPEND2

COLUMN(S) 1837

DEFNINTION: A one-position alphanumeric code which defines the dependency of a parent (includes step-parent, parent by adoption, or someone who has stood in loco parentis to the member at any time for a continuous period of at least 5 years before said member became 21 years of age) upon the service member.

<u>Code</u>	<u>Definition</u>
O	No dependent parent
J	1 dependent parent
S	2 dependent parents

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ENTRY NAME: **DESIGNATOR**

OMF ITEM NO.: 022

OMF CODE: DESIGOMF

COLUMN(S) 1838-1841

DEFINITION: A four-digit numeric code used to categorize officers for accounting purposes and statistical purposes.

1. The first three digits are used to indicate an officer's billet or designation (for a listing of officer designator codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix B).
2. The fourth digit indicates an officer's grade or status.

<u>Code</u>	<u>Definition</u>
0	An officer of the regular Navy whose permanent grade is ensign or above.
1	An officer of the regular Navy whose permanent status is Warrant Officer.
2	A temporary officer of the regular Navy whose permanent status is enlisted.
3	An officer of the regular Navy who is on the retired list.
4	An officer of the Naval Reserve whose permanent grade is enlisted.

---

ENTRY NAME: **DESIGNATOR - PENDING**

OMF ITEM NO.: 023

OMF CODE: DESIGPEN

COLUMN(S) 1842-1844

DEFINITION: A three-digit code which indicates a change to the high order position of an officer's designator which will become effective upon his detachment from his current duty station.

NOTES:

Please refer to the MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix B.

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ENTRY NAME: **DESIGNATOR CHANGE**  
**HISTORY - DATE**

OMF ITEM NO.: 024

OMF CODE: DESCH1YR  
          DESCH1MO  
          DESCH2YR  
          DESCH2MO

COLUMN(S) 1845-1846  
            1847-1848  
            1849-1850  
            1851-1852

DEFINITION: A four-digit date (last two digits of year and month) indicating the date an officer's designator was changed. A maximum of two designator change dates are recorded (DESCH1YR and DESCH1MO describe the most recent designator change date).

---

ENTRY NAME: **DESIGNATOR CHANGE**  
**HISTORY - DESIGNATOR**

OMF ITEM NO.: 025

OMF CODE: DESCH1  
          DESCH2

COLUMN(S) 1853-1856  
            1857-1860

DEFINITION: A four-digit numeric code used to categorize officers for accounting and statistical purposes. Designators previously assigned to an officer are recorded in these fields. A maximum of two previous designators may be recorded (DESCH1 describes the most recent designator change).

NOTES:

Designators 139X and 19XX will be deleted when space is required for other designators.

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ENTRY NAME: **DISTRIBUTION GRADE**

OMF ITEM NO.: 026

OMF CODE: DISGRADE

COLUMN(S) 1861

DEFINITION: A one-position alphanumeric code which identifies the officer grade required for the billet currently occupied. The officer's grade can be actual or selected.

<u>Code</u>	<u>Grade</u>	<u>Pay Grade</u>	<u>Abbr.</u>
A	Fleet Admiral	012*	FADM
B	Admiral	010	ADM
C	Vice Admiral	09	VADM
D	Rear Admiral	08	RDMU
E	Rear Admiral (lower half)	07	RAML
G	Captain	06	CAPT
H	Commander	05	CDR
I	Lieutenant Commander	04	LCDR
J	Lieutenant	03	LT
K	Lieutenant (junior grade)	02	LTJG
L	Ensign	01	ENS
M	Chief Warrant Officer-4	W4	CW04
N	Chief Warrant Officer-3	W3	CW03
O	Chief Warrant Officer-2	W2	CW02

\*Paygrade 012 is used here (vice paygrade 011) since paygrade 011 reflects an Admiral (paygrade 010) serving in certain billets for which additional pay is authorized (e.g., CNO, Chairman JCS).

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ENTRY NAME: **DISTRIBUTION GRADE**  
**PENDING**

OMF ITEM NO.: 027

OMF CODE: PNDGRADE

COLUMN(S) 1862

DEFINITION: A one-position alphanumeric code which identifies the grade required for a billet that an officer has been ordered to. Grade of officer can be either current or selected.

NOTES:

For codes, see OMF Item NO.: 026, Distribution Grade (DISGRADE).

---

ENTRY NAME: **EDUCATION - COLLEGE NAME**

OMF ITEM NO.: 028

OMF CODE: COLLEGE1  
COLLEGE2

COLUMN(S) 1863-1872  
1873-1882

DEFINITION: A maximum ten alpha characters used to indicate the name of a school that an officer attended. School names are recorded only when education is above the high school level. A maximum of two college names may be recorded in an officer's record (COLLEGE1 describes the most recent school attended).

NOTES:

For listing of schools, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Appendix D.

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ENTRY NAME: **EDUCATION - LEVEL**

OMF ITEM NO.: 029

OMF CODE: EDLEVEL1  
EDLEVEL2

COLUMN(S) 1883  
1884

DEFINITION: A one-digit code used to reflect the level of an officer's educational achievement. A maximum of two degrees achieved may be recorded in an officer's record (EDLEVEL1 describes the most recent degree achieved).

Level Code

Definition

0	Less than high school.
1	High School Graduate or high school level General Educational Development (GED) certificate.
2	Less than 2 years of college.
3	Two years of college credit, but less than 3 years.
4	Three or more years of undergraduate college credit, no bachelor's degree awarded; or a degree from a non-accredited school.
5	A minimum of 18 hours toward a master's degree, no degree awarded and no prior bachelor's degree has been earned.
6	PROF Baccalaureate degree or <u>certain</u> first professional degree (e.g., Law, Theology, Optometry, etc.)
7	Baccalaureate degree <u>and</u> a minimum of 18 hours toward a master's degree.
8	Master's degree or selected second professional degree.
R	Post-master's degree. Degree beyond the master's level but less than doctorate.
9	Doctor's degree, Ph.D or equivalent in selected fields.

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ENTRY NAME: **EDUCATION - MAJOR**

OMF ITEM NO.: 030

OMF CODE: EDMAJOR1  
EDMAJOR2

COLUMN(S) 1885-1886  
1887-1888

DEFINITION: A two-digit code used to reflect the major field of study if officer's record indicates more than two years of college. A maximum of two major fields of study may be recorded in an officer's record (EDMAJOR1 describes the most recent major field of study).

NOTES:

For listing of major codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, Officer Data Card, Appendix D.

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ENTRY NAME: **EDUCATION - SPONSOR**

OMF ITEM NO.: 031

OMF CODE: EDSPN1 (EDYEAR1)  
EDSPN2 (EDYEAR2)

COLUMN(S) 1889  
1890

DEFINITION: A one-character alpha code used to identify Navy-sponsored graduate or advanced courses and special programs. A maximum of two courses or programs may be recorded in an officer's record (EDSPN1 describes the most recent course or program attended).

Code

Definition

A	Immediate Graduate Education Program (IGEP)
N	Navy-sponsored graduate or advanced courses
E	Navy-enlisted Scientific Educational Program (NESEP)
B	Junior Line Officer Advanced Scientific Educational Program (BURKE)
Z	Designated CNO Scholar
G	Advanced Education Program

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ENTRY NAME: **EDUCATION - YEAR COMPLETED** OMF ITEM NO.: 032

OMF CODE: EDCOMYR1 COLUMN(S) 1891-1892  
EDCOMYR2 1893-1894

DEFINITION: A two-digit code (last two digits of year) which indicate the year a degree was awarded or the last year of attendance. A maximum of two dates may be recorded in an officer's record (EDYEAR1 describes the most recent date a degree was awarded or year of attendance).

---

ENTRY NAME: **EDUCATION HISTORY** OMF ITEM NO.: 033  
**DATE PG DECLINED**

OMF CODE: PGDECLYR COLUMN(S) 1895-1896  
PGDECLMO 1897-1898

DEFINITION: A four-position date (year and month) indicating the date an officer declined postgraduate education.

---

ENTRY NAME: **EDUCATION HISTORY** OMF ITEM NO.: 034  
**PG DECLINE INDICATOR**

OMF CODE: PGDECIND COLUMN(S) 1899

DEFINITION: A one-position alpha indicator which signifies that an officer, selected for a postgraduate education program, declined selection. Recorded code explains the reason for the declination.

<u>Code</u>	<u>Definition</u>
N	No reason stated
O	Obligated Service requirement unacceptable
R	Impending RAD or resignation
C	Other curriculum more desirable
D	Delay in attendance desired
M	Miscellaneous

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ENTRY NAME: **EDUCATION HISTORY**  
**YEAR LAST SELECTED**

OMF ITEM NO.: 035

OMF CODE: LASTPGYR  
LASTPGF1

COLUMN(S) 1900-1901  
1902

DEFINITION: A three-position code which indicates the fiscal year for which an officer was last selected for an education program. Code consists of last two digits of fiscal year and a one-position numeral indicating first or second half of fiscal year.

---

ENTRY NAME: **EDUCATION PREFERENCE**  
**DATE**

OMF ITEM NO.: 036

OMF CODE: EDPREFYR  
EDPREFMO

COLUMN(S) 1903  
1904-1905

DEFINITION: A three-position date (year, month - YMM format) which is the date the Officer Preference and Personal Information Card (NAVPERS 1301/1) was submitted by the officer. It is the "as of" date for data elements Education Preference - Curricula and Education Preference - Does Not Desire.

---

ENTRY NAME: **EDUCATION PREFERENCE**  
**DOES NOT DESIRE**

OMF ITEM NO.: 037

OMF CODE: EDNODES

COLUMN(S) 1907

DEFINITION: A one-position indicator which indicates that an officer has submitted a preference card to show that he does not desire graduate or undergraduate education. Indicator is "X" when present.

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ENTRY NAME: **ESTIMATED LOSS CODE**

OMF ITEM NO.: 038

OMF CODE: ELC

COLUMN(S) 1908

DEFINITION: A one-character alpha code which indicates the reason for an officer's pending loss from naval officer strength, or indicates that an officer has actually been separated from active naval service.

NOTES:

For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 15.

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ENTRY NAME: **ESTIMATED LOSS CODE**  
(PENDING)

OMF ITEM NO.: 039

OMF CODE: ELCPEND

COLUMN(S) 1909

DEFINITION: A one-character alpha code indentifying the reason for an officer pending loss from naval officer strength. This code is applied to the pending segment of an officer's record when orders are processed.

NOTES:

For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 15.

---

ENTRY NAME: **ESTIMATED LOSS DATE**

OMF ITEM NO.: 040

OMF CODE: ELDYR  
ELDMO  
ELDDA

COLUMN(S) 1910-1911  
1912-1913  
1914-1915

DEFINITION: A six-digit date (year, month, and day) indicating the estimated date that an officer will be a loss to active naval service or the date of actual loss.

---

---

ENTRY NAME: **ESTIMATED LOSS DATE**  
**PENDING**

OMF ITEM NO.: 041

OMF CODE: ELDPENYR  
ELDPENMO

COLUMN(S) 1916-1917  
1918-1919

DEFINITION: A four-digit date (last two digits of year and month) indicating the estimated date that an officer will be a loss to active naval service. This date is applied to the pending segment of an officer's record when orders are processed.

---

ENTRY NAME: **FROCKING INDICATOR**

OMF ITEM NO.: 042

OMF CODE: FROCKING

COLUMN(S) 1920

DEFINITION: A one-position alphabetic code which indicates the grade in which an officer is serving, having been authorized to serve in a higher grade without pay or promotion.

NOTES:

Code is similar to that for Grade Code.

---

ENTRY NAME: **LOSS CODE - BUPERS**

OMF ITEM NO.: 043

OMF CODE: LOSSCODE

COLUMN(S) 1921-1923

DEFINITION: A three-digit numeric code which indicates type of loss from active officer strength.

NOTES:

For listing of codes, please refer to OFFICER MASTER  
FILE (OMF) DATA ELEMENTS DICTIONARY, Item 1-122.

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ENTRY NAME: **MINIMUM SERVICE  
REQUIREMENT**

OMF ITEM NO.: 044

OMF CODE: MINREQYR  
MINREQMO

COLUMN(S) 1924-1925  
1926-1927

DEFINITION: A four-digit date (year and month) which is the date an officer will fulfill or has fulfilled his minimum service obligation as determined by source of commission or by entry on a training/education program which carries an additional service obligation.

---

ENTRY NAME: **NAVAL FLIGHT OFFICER  
DESIGNATION DATE**

OMF ITEM NO.: 045

OMF CODE: NFODEGYR  
NFODEGMO

COLUMN(S) 1928-1929  
1930-1931

DEFINITION: A four-digit date (last digits of year and month) which indicated the date that the officer was designated as qualified to perform the duties of a naval flight officer.

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ENTRY NAME: **NAVAL OFFICER BILLET**  
**CLASSIFICATION CODE**

OMF ITEM NO.: 046

OMF CODE: NOBC1  
          NOBC2  
          NOBC3  
          NOBC4  
          NOBC5  
          NOBC6  
          NOBC7

COLUMN(S) 1932-1935  
          1936-1939  
          1940-1943  
          1944-1947  
          1948-1951  
          1952-1955  
          1956-1959

DEFINITION: A four digit code which indentifies a qualification acquired by an officer by virtue of serving in a billet identified by that code in a manpower authorization. A maximum of seven may be recorded in an officer's record (NOBC1 is most recent qualification acquired).

NOTES:

For listing of codes, refer to MANUAL OF NAVY OFFICER  
MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major  
Code Structures, Appendix A.

---

ENTRY NAME: **NAVAL OFFICER BILLET**  
**CLASSIFICATION COUNTER**

OMF ITEM NO.: 047

OMF CODE: NOBCOUNT

COLUMN(S) 1960-1965

DEFINITION: A six-position counter which indicates the number of Naval Officer Billet Classifications recorded in the officer record.

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ENTRY NAME: **NAVAL OFFICER BILLET**  
**CLASSIFICATION KEY**

OMF ITEM NO.: 048

OMF CODE: NOBCKEY1	COLUMN(S) 1966
NOBCKEY2	1967
NOBCKEY3	1968
NOBCKEY4	1969
NOBCKEY5	1970
NOBCKEY6	1971
NOBCKEY7	1972

DEFINITION: A one-character alpha code used to relate a Naval Officer Billet Classification to the duty station at which qualification was obtained.

<u>Code</u>	<u>Related to:</u>
A, B, and C	Past Duty Station 1
D, E, and F	Past Duty Station 2
G, H, and I	Past Duty Station 3
J, K, and L	Past Duty Station 4
M, N, and O	Past Duty Station 5
P, Q, and R	Past Duty Station 6
S, T, and U	Past Duty Station 7

---

ENTRY NAME: **NAVAL OFFICER BILLET**  
**CLASSIFICATION - MONTHS**

OMF ITEM NO.: 049

OMF CODE: NOBCMON1	COLUMN(S) 1973-1974
NOBCMON2	1975-1976
NOBCMON3	1977-1978
NOBCMON4	1979-1980
NOBCMON5	1981-1982
NOBCMON6	1983-1984
NOBCMON7	1985-1986

DEFINITION: A two-digit code indicating the number of months an officer held a billet which resulted in recording a Naval Officer Billet Classification in his record. Naval Officer Billet Classifications are deleted if the number of months the billet was held was four months or less.

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ENTRY NAME: **NAVAL OFFICER BILLET**  
**CLASSIFICATION STATION CODE**

OMF ITEM NO.: 050

OMF CODE: NOBCSTA1	COLUMN(S) 1987-1989
NOBCSTA2	1990-1992
NOBCSTA3	1993-1995
NOBCSTA4	1996-1998
NOBCSTA5	1999-2001
NOBCSTA6	2002-2004
NOBCSTA7	2005-2007

DEFINITION: A three-character alphanumeric code which identifies the types of activities where experience and qualifications were acquired by a naval officer.

NOTES:

For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix A.

---

ENTRY NAME: **OCCUPATION CODE**

OMF ITEM NO.: 051

OMF CODE: OCCUCODE

COLUMN(S) 2008

DEFINITION: A one-position alpha code which groups officers according to occupational specialty (surface/submarine).

NOTES:

For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 97.

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ENTRY NAME: **OFFICER ACCESSION CODE**

OMF ITEM NO.: 052

OMF CODE: OFFACCES

COLUMN(S) 2009

DEFINITION: A one-position code which indicates an officer's initial gain as permanent duty.

<u>Code</u>	<u>Definition</u>
A	TAC Source is from activities other than NFC
C	TAC source is NFC
(blank)	Individual not yet on permanent duty

---

ENTRY NAME: **PAST DUTY STATION COUNTER**

OMF ITEM NO.: 053

OMF CODE: PDSCOUNT

COLUMN(S) 2010-2015

DEFINITION: A counter which indicates the number of Past Duty Stations recorded in an officer's record.

---

ENTRY NAME: **PAST DUTY STATION  
DEPLOYMENT DURATION**

OMF ITEM NO.: 054

OMF CODE: PDSDUR1  
PDSDUR2  
PDSDUR3  
PDSDUR4  
PDSDUR5  
PDSDUR6  
PDSDUR7  
PDSDUR8

COLUMN(S) 2016-2017  
2018-2019  
2020-2021  
2022-2023  
2024-2025  
2026-2027  
2028-2029  
2030-2031

DEFINITION: Two digits which indicate the total number of months that an officer was deployed at a past duty station. Only periods of deployment in excess of 30 consecutive days are recorded (PDSDUR1 describes the most recent past duty station).

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ENTRY NAME: **PAST DUTY STATION**  
**FROM DATE**

OMF ITEM NO.: 055

OMF CODE:	COLUMN(S)
PDSFRYR1	2032-2033
PDSFRM01	2034-2035
PDSFRYR2	2036-2037
PDSFRM02	2038-2039
PDSFRYR3	2040-2041
PDSFRM03	2042-2043
PDSFRYR4	2044-2045
PDSFRM04	2046-2047
PDSFRYR5	2048-2049
PDSFRM05	2050-2051
PDSFRYR6	2052-2053
PDSFRM06	2054-2055
PDSFRYR7	2056-2057
PDSFRM07	2058-2059
PDSFRYR8	2060-2061
PDSFRM08	2062-2063

DEFINITION: A four-digit date (last two digits of year and month) which indicates when an officer reported to a duty station (PDSFRYR1 and PDSFRM01 describe the most recent reporting date).

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ENTRY NAME: **PAST DUTY STATION**  
**TO DATE**

OMF ITEM NO.: 056

OMF CODE:	COLUMN(S)
PDSTOYR1	2064-2065
PDSTOM01	2066-2067
PDSTOYR2	2068-2069
PDSTOM02	2070-2071
PDSTOYR3	2072-2073
PDSTOM03	2074-2075
PDSTOYR4	2076-2077
PDSTOM04	2078-2079
PDSTOYR5	2080-2081
PDSTOM05	2082-2083
PDSTOYR6	2084-2085
PDSTOM06	2086-2087
PDSTOYR7	2088-2089
PDSTOM07	2090-2091
PDSTOYR8	2092-2093
PDSTOM08	2094-2095

DEFINITION: A four-digit date (last two digits of year and month) indicating when an officer was detached from a duty station. The "TO DATE" for Past Duty Station 1 will be blank.

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ENTRY NAME: **PAST DUTY STATION**  
**TYPE ASSIGNMENT**

OMF ITEM NO.: 057

OMF CODE: PDSTYPE1	COLUMN(S) 2096
PDSTYPE2	2097
PDSTYPE3	2098
PDSTYPE4	2099
PDSTYPE5	2100
PDSTYPE6	2101
PDSTYPE7	2102
PDSTYPE8	2103

DEFINITION: A one-character alpha code indicating whether an officer was serving for rotational purposes at sea; shore or overseas while attached to a duty station.

NOTES:

For listing of codes, please refer to OFFICER  
MASTER FILE (OMF) DATA ELEMENTS DICTIONARY,  
Item 1-155.

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ENTRY NAME: **PRECEDENCE GROUP CODE**

OMF ITEM NO.: 058

OMF CODE: PRECGRP

COLUMN(S) 2104

DEFINITION: A one-character code prefixed to the precedence number which indicates an officer's promotion group and implies the public law which governs his promotion.

<u>Code</u>	<u>Definition</u>
L	Lineal list officer and women other than designator 1XXX or 3XXX.
M	Bandmaster
N	USN Warrant officer (including women)
P	USNR Warrant officer (including women)
R	Retired officer on active duty (including WAVES)
T	TAR officer (including women and warrant officer TARs)
W	USN women (other than warrant officers) with designators 1XX0 or 3XX0
Y	USNR women (other than warrant officers or TARs) with designators 1XX5 or 3XX5
Z	Temporarily active duty officer

---

ENTRY NAME: **PRECEDENCE NUMBER**

OMF ITEM NO.: 059

OMF CODE: PRECNUMB

COLUMN(S) 2105-2112

DEFINITION: An eight-digit number assigned to an officer indicating his position on the precedence list of officers on active duty in the Navy. The last two digits of the number, called the subnumber, are used for insertions. The following officers are not indicated on the precedence list; newly commissioned ensigns during first six months of commissioned service; retired officers on active duty; and, officers on temporary active duty.

NOTES:

Precedence number/subnumber will be zeros for retired officers on active duty and TEMACDUs (Codes R and Z).

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ENTRY NAME: **PREVIOUS MILITARY SERVICE**      OMF ITEM NO.: 060  
                  **(MONTHS)**

OMF CODE: MILTSERV                              COLUMN(S) 2113-2115

DEFINITION:      A three-digit number indicating total number of months of ACTIVE PREVIOUS MILITARY SERVICE in enlisted, warrant, and/or commissioned status regardless of branch of service. Does not include training duty, duty as a cadet, OCS, college programs, etc. Number of months in foreign service is not entered.

---

ENTRY NAME: **PRIMARY AERONAUTICAL**              OMF ITEM NO.: 061  
                  **DESIGNATION**

OMF CODE: PRIAWODE                              COLUMN(S) 2116

DEFINITION:      A one-character alphanumeric code which identifies an officer's aviation specialty.

<u>Code</u>	<u>Definition</u>
1	Naval aviator (HTA)
3	Naval flight officer
4	Technical observer
5	Naval flight meteorologist
7	Student naval flight officer
8	Aviation ground officer
9	Student naval aviator
A	Naval aviator (medical officer)
E	Naval technical observer (aviation medical examiner)
M	Naval technical observer (aviation physiologist and aviation psychologist)
S	Naval aviation observer (flight surgeon)

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ENTRY NAME: **PRIMARY AERONAUTICAL  
DESIGNATION - PENDING**

OMF ITEM NO.: 062

OMF CODE: PRIAWOPN

COLUMN(S) 2117

DEFINITION: A one-character alphanumeric code which indicates that an officer's aviation specialty will be at the activity to which he is a pending gain.

NOTES:

For codes, please refer to OMF Item No.: 061, Primary Aeronautical Designation (PRIAWODE).

---

ENTRY NAME: **PROJECTED ROTATION DATE**

OMF ITEM NO.: 063

OMF CODE: PRDYR  
PRDMO

COLUMN(S) 2118-2119  
2120-2121

DEFINITION: A four-digit date (last two digits of year and month) indicating when officer planned for rotation from present activity: 9912 indicates officer is in a missing or other indeterminate status.

---

ENTRY NAME: **PROJECT ROTATION DATE  
PREVIOUS**

OMF ITEM NO.: 064

OMF CODE: PRDPRYR  
PRDPRMO

COLUMN(S) 2122-2123  
2124-2125

DEFINITION: A four-digit date (last two digits of year and month) which is the planned date of detachment from a tour of duty just completed. This date is copied from Projected Rotation Date - Pending at the time of an officer's detachment from a toured duty assignment.

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ENTRY NAME: **PROMOTIONAL HISTORY**  
**(WARRANT THROUGH FLAG)**

OMF ITEM NO.: 065

OMF CODE: WARRANYR	COLUMN(S) 2126-2127
WARRANMO	2128-2129
WARRANDA	2130-2131
ENSYR	2132-2133
ENSMO	2134-2135
ENSDA	2136-2137
LTJGYR	2138-2139
LTJGMO	2140-2141
LTJGDA	2142-2143
LTYR	2144-2145
LTMO	2146-2147
LTDA	2148-2149
LCDRYR	2150-2151
LCDRMO	2152-2153
LDCRDA	2154-2155
CDRYR	2156-2157
CDRMO	2158-2159
CDRDA	2160-2161
CAPTYR	2162-2163
CAPTMO	2164-2165
CAPTDA	2166-2167

DEFINITION: Six-digit dates (last two digits of year, month, and day) showing dates of rank for each grade an officer has held. For warrant officer this will be date of rank for first commissioned warrant officer grade (W2 through W4). For flag it will be date of rank for first flag grade held. Asterisks in fields lower than the officer's present grade indicate that the officer never held that grade.

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ENTRY NAME: PROMOTION STATUS

OMF ITEM NO.: 066

OMF CODE: PROMSTAT

COLUMN(S) 2168-2171

DEFINITION: A maximum four-character code indicating an officer's selection or failure of selection for promotion to the next grade higher than his present grade.

<u>Code</u>	<u>Definition</u>
S	Indicates officer has been selected or the next higher grade. This is followed by a single digit year code to indicate the fiscal year the selection was made.
F	Indicates officer has failed selection. This is followed by a single digit year code for each fiscal year of failure up to a maximum of three years. In the event of more than three failures the last three years will be shown.
X	Indicates an officer in the grade of ensign who has not been promoted normally to LTJG in accordance with the provisions of SECNAVINST 1412.6D.
L	CWO selected for LDO.

NOTES:

1. When an officer who has previously failed selection is selected, all failure information will be erased from his record and replaced by selection code and year.
  2. This element will be blank for an officer who has not been considered by a selection board in his present grade.
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ENTRY NAME: **RACE**

OMF ITEM NO.: 067

OMF CODE: RACE

COLUMN(S) 2172

DEFINITION: A one-digit code identifying an officer's race.

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<u>Code</u>	<u>Race/Pop Group Description</u>
C	White (Caucasoid)
N	Black (Negroid of African)
M	Yellow (Asian/Mongoloid)
R	Red (American Indian)
X	Other
Z	Unknown

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ENTRY NAME: **RESIGNATION-DATE RECEIVED**

OMF ITEM NO.: 068

OMF CODE: RESIGYR  
RESIGMO

COLUMN(S) 2173-2174  
2175-2176

DEFINITION: A four-digit (year and month) date that indicates when an officer's request for resignation forwarded via official channels, is received by the Chief of Naval Personnel for endorsement.

---

ENTRY NAME: **SEA/ShORE CODE**

OMF ITEM NO.: 069

OMF CODE: SEACODE

COLUMN(S) 2177

DEFINITION: A one-position code designating the type of duty an officer is serving under at the activity to which currently attached for duty or TEMDU.

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<u>Code</u>	<u>Definition</u>
1	Shore duty
2	Sea duty
3	Overseas shore duty
4	Nonrotated sea duty
5	Neutral duty
6	Preferred overseas shore duty

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ENTRY NAME: **SEPARATION REASON CODE**

OMF ITEM NO.: 070

OMF CODE: SEPREAS

COLUMN(S) 2178

DEFINITION: A one-position alphanumeric code which defines the reason for separation.

NOTES:

For codes, please refer to OFFICER MASTER FILE (OMF) DATA ELEMENTS DICTIONARY, Item 1-200 - 1-200.1.

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ENTRY NAME: **SERVICE COLLEGE (JR)**  
**COLLEGE**

OMF ITEM NO.: 071

OMF CODE: JRCOLLEGE

COLUMN(S) 2179-2180

DEFINITION: A two-position alphanumeric code which represents the junior service college or alternate order of merit for which an officer is selected. This code is not always utilized by the Service College Selection Board.

<u>Code</u>	<u>Definition</u>
NC	Naval War College (C&S)
MC	USMC (C&S)
XX	Other
2 digits	Alternate Order of Merit
(blank)	URL or Supply Corps School

---

ENTRY NAME: **SERVICE COLLEGE (JR)**  
**FISCAL YEAR ELIGIBLE**

OMF ITEM NO.: 072

OMF CODE: JCELIGFR  
JCELIGTO

COLUMN(S) 2181  
2182

DEFINITION: A two-position alphanumeric code representing the last digit of the fiscal years during which a selectee is eligible to attend junior service college (example:

28 = eligible to attend between fiscal '72 and '78  
3X = eligible to attend only during fiscal '73).

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ENTRY NAME: **SERVICE COLLEGE (JR)**  
**FISCAL YEAR SELECTED**

OMF ITEM NO.: 073

OMF CODE: JCSELEC

COLUMN(S) 2183

DEFINITION: A one-position numeric code which indicates the fiscal year in which an officer was selected for attendance at a junior service college. Code is the last position of a fiscal year.

---

ENTRY NAME: **SERVICE COLLEGE (JR)**  
**SELECTEE STATUS**

OMF ITEM NO.: 074

OMF CODE: JCSTAT

COLUMN(S) 2184

DEFINITION: A one-position alpha code which indicates whether a junior service college program selectee was selected as a principal or alternate.

<u>Code</u>	<u>Definition</u>
A	Alternate
P	Principal
(blank)	Not a selectee

---

ENTRY NAME: **SERVICE COLLEGE (SR)**

OMF ITEM NO.: 075

OMF CODE: SRCOLLEGE

COLUMN(S) 2185-2186

DEFINITION: A two-position alphanumeric code which represents the senior service college or alternate order of merit for which an officer is selected.

NOTES:

For codes, please refer to OMF Item No.: 071, Service College (JR) College (JRCOLLEGE).

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ENTRY NAME: **SERVICE COLLEGE (SR)**  
**FISCAL YEAR ELIGIBLE**

OMF ITEM NO.: 076

OMF CODE: SCELIGFR  
SCELIGTO

COLUMN(S) 2187  
2188

DEFINITION: A two-position code representing the last digit of the fiscal years during which a selectee is eligible to attend senior service college

NOTES:

For codes, please refer to OMF Item No.: 072, Service College (JR) Fiscal Year Eligible (JCELIGFR & JCELIGTO).

---

ENTRY NAME: **SERVICE COLLEGE (SR)**  
**FISCAL YEAR SELECTED**

OMF ITEM NO.: 077

OMF CODE: SCSELEC

COLUMN(S) 2189

DEFINITION: A one-position numeric code which indicates the fiscal year in which an officer was selected for attendance at a senior service college. Code is the last position of a fiscal year.

---

ENTRY NAME: **SERVICE COLLEGE (SR)**  
**SELECTEE STATUS**

OMF ITEM NO.: 078

OMF CODE: SCSTAT

COLUMN(S) 2190

DEFINITION: A one-position alphabetic code which indicates whether a senior service college program selectee was selected as a principal or alternate.

NOTES:

For codes, please refer to OMF Item No. 074, Service College (JR) Selectee Status (JCSTAT).

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ENTRY NAME: **SERVICE DATE**

OMF ITEM NO.: 079

OMF CODE: SERVDATE

COLUMN(S) 2191-2192

DEFINITION: Last two fiscal year digits indicating commencement of commissioned service for the purpose of determining eligibility for retention on the active list. It applies to USN officers only and is used to measure total commissioned service.

---

ENTRY NAME: **SERVICE SCHOOL CODE**

OMF ITEM NO.: 080

OMF CODE: SERVSCH1

COLUMN(S) 2193-2195

SERVSCH2

2196-2198

SERVSCH3

2199-2201

SERVSCH4

2202-2204

SERVSCH5

2205-2207

DEFINITION: A three-digit code reflecting a service school which an officer successfully completed. Schools recorded are generally limited to those which are of substantial assistance in detailing and planning functions within the Bureau of Naval Personnel. A maximum of five schools may be recorded in an officer's record. Schools are recorded in descending sequence (most recent first).

NOTES:

For codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Appendix C.

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ENTRY NAME: **SERVICE SCHOOL  
COMPLETION DATE**

OMF ITEM NO.: 081

OMF CODE: SCHDTYR1  
          SCHDTM01  
          SCHDTYR2  
          SCHDTM02  
          SCHDTYR3  
          SCHDTM03  
          SCHDTYR4  
          SCHDTM04  
          SCHDTYR5  
          SCHDTM05

COLUMN(S) 2208-2209  
          2210-2211  
          2212-2213  
          2214-2215  
          2216-2217  
          2218-2219  
          2220-2221  
          2222-2223  
          2224-2225  
          2226-2227

DEFINITION: A four-digit date (last two digits of year and month) indicating when an officer successfully completed a service school which is recorded in his record.

---

ENTRY NAME: **SERVICE SCHOOL COUNTER**

OMF ITEM NO.: 082

OMF CODE: SERVSCNT

COLUMN(S) 2228-2233

DEFINITION: A counter which indicates the number of service schools recorded in an officer's record.

---

ENTRY NAME: **SERVICE SCHOOL  
LENGTH/DURATION**

OMF ITEM NO.: 083

OMF CODE: SERVLN1  
          SERVLN2  
          SERVLN3  
          SERVLN4  
          SERVLN5

COLUMN(S) 2234-2235  
          2236-2237  
          2238-2239  
          2240-2241  
          2242-2243

DEFINITION: Two digits (in weeks) indicating length of a service school which an officer successfully completed.

---

ENTRY NAME: **SEX CODE**

OMF ITEM NO.: 084

OMF CODE: SEXCODE

COLUMN(S) 2244

DEFINITION: A one-position alphabetic code used to identify an officer as male ("M") or female ("F").

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ENTRY NAME: **SOURCE CODE**

OMF ITEM NO.: 085

OMF CODE: OSRCE1  
          OSRCE2  
          CSRCE1  
          CSRCE2

COLUMN(S) 2254-2255  
          2256  
          2257-2258  
          2259

DEFINITION:

Original Source Code A three-digit numeric code which indicates the program under which an officer first received a Navy commission.

Current Source Code A three-digit numeric code which indicates the reason for an officer's current active naval officer service.

NOTES:

For codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 24.

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ENTRY NAME: **SPECIAL DESIGNATION  
          COUNTER**

OMF ITEM NO.: 086

OMF CODE: SPECDGCT

COLUMN(S) 2260-2263

DEFINITION: A counter which indicates the number of special designations/special qualifications recorded in an officer's record.

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ENTRY NAME: **SUBSPECIALTY**

OMF ITEM NO.: 087

OMF CODE: SUBSPEC1  
          SUBSPEC2  
          SUBSPEC3

COLUMN(S) 2264-2268  
          2269-2273  
          2274-2278

DEFINITION: A five-digit classification code (four numeric and one alpha digit) which identifies a subspecialty area and level of expertise established by an officer through completion of doctoral level, master's level, or less than master's level education; or through specialized experience and/or training. Three codes are recordable in master file.

NOTES:

For codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix E.

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ENTRY NAME: **SUBSPECIALTY UTILIZATION  
HISTORY**

OMF ITEM NO.: 088

OMF CODE: SUBUTIL1  
          SUBUTIL2  
          SUBUTIL3  
          SUBUTIL4  
          SUBUTIL5  
          SUBUTIL6  
          SUBUTIL7  
          SUBUTIL8

COLUMN(S) 2279  
          2280  
          2281  
          2282  
          2283  
          2284  
          2285  
          2286

DEFINITION: An 8-position alphabetic composite code which is used in tracking a subspecialist's assignments upon his entry into a subspecialty community. This code is entered by the assignment officer whenever he orders a subspecialist. Codes are assigned based upon the quality of the code match between the subspecialty and the billet to which slated.

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ENTRY NAME: **TYPE ASSIGNMENT - PENDING** OMF ITEM NO.: 089

OMF CODE: TYPEASGP

COLUMN(S) 2287

DEFINITION: A one-character code which indicates the type of assignment in which an officer will be serving at the activity to which he is a pending gain.

<u>Code</u>	<u>Definition</u>
C	Serving at Sea
S	Serving on Shore, inside U.S. (except Alaska or Hawaii)
A	Serving on Shore, Alaska
H	Serving on Shore, Hawaii
O	Serving on Shore, outside U.S.
D	Serving on Deployed Ship or Squadron homeported outside U.S.
G	Serving with other non-military U.S. Government Agency in reimbursable status

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ENTRY NAME: **UNIT IDENTIFICATION CODE** OMF ITEM NO.: 090  
**ACTUAL**

OMF CODE: UICA

COLUMN(S) 2288-2292

DEFINITION: A five-position alphanumeric code which is the primary MAPMIS activity identifier. UIC is issued and maintained by the Comptroller of the Navy and is used in several major ADP systems. UIC is unique to the activity to which assigned.

NOTES:

High order position of UIC are always numeric but 5th position may be alpha.

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ENTRY NAME: **UNIT IDENTIFICATION CODE**      OMF ITEM NO.: 091  
**PENDING**

OMF CODE: UICPN      COLUMN(S) 2293-2297

DEFINITION:      A non-functional five-digit activity  
identification unique for each activity. This UIC pertains  
to the activity to which an officer is pending gain.

---

ENTRY NAME: **UNIT IDENTIFICATION CODE**      OMF ITEM NO.: 092  
**PREVIOUS**

OMF CODE: UICPR      COLUMN(S) 2308-2312

DEFINITION:      A non-functional five-digit activity  
identification unique for each activity. This UIC  
identifies the activity at which an officer was last  
assigned prior to his current activity.

---

ENTRY NAME: **YEAR FIRST ELIGIBLE**      OMF ITEM NO.: 093  
**TO RETIRE**

OMF CODE: ELIGRET      COLUMN(S) 2313-2314

DEFINITION:      Last two digits of fiscal year that officer  
is first eligible to retire under a law applicable to him.

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ENTRY NAME: **YEAR GROUP**

OMF ITEM NO.: 094

OMF CODE: YRGRP

COLUMN(S) 2315-2317

DEFINITION: A three-digit number reflecting the present precedence of an officer for promotional purposes. For the due-course officer, the first two-digits, in general, will indicate the fiscal year of first commissioning. The third digit may indicate a subdivision of the basic year group, predicted upon the basic year group being split at a promotion point. For the non-due-course officer, the year group is, in general, the same as that of his present precedence contemporaries who are due-course officers.

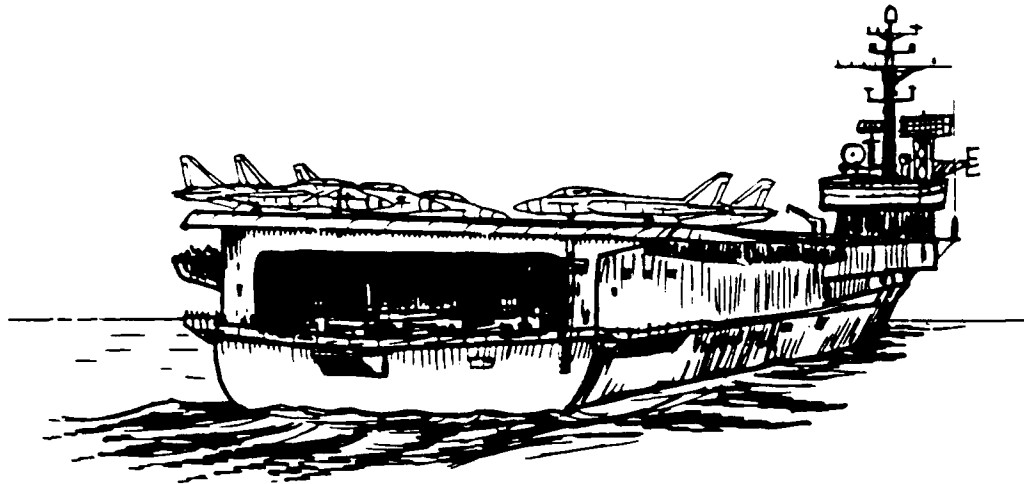
NOTES:

Year group will be zeros for TEMACDUs warrant officers and flag officers when precedence number is ZEROS.

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**APPENDIX Q**  
**AVIATION OFFICER CAREER QUESTIONNAIRE**

# AVIATION OFFICER CAREER QUESTIONNAIRE



**NAVY PERSONNEL  
RESEARCH and DEVELOPMENT CENTER**

**San Diego, California 92152-6800**



# OFFICER CAREER QUESTIONNAIRE

## MARKING INSTRUCTIONS

USE NO. 2 PENCIL ONLY

- Read each question carefully. Make a **HEAVY BLACK MARK** that **FILLS THE CIRCLE** representing your answer.
- Please do not make stray marks of any kind.

INCORRECT MARKS



CORRECT MARKS



## PRIVACY ACT NOTICE

Under the authority of 5 USC 301, information regarding your background, attitudes, experiences, and future intentions in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not become part of your official record, nor will it be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

## A. BACKGROUND INFORMATION

### 1. Social Security Number:

(11-19)

Print your Social Security No. in the boxes provided. Then fill in the appropriate circle below each number.

0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9

### 2. Current designator:

(20-23)

### 2a. Aviator type:

(50)

- ☐ Pilot  
☐ NFO

1	2	3	4
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3

Did you answer question 2a?

### 7. Year awarded wings:

(51-52)

- ☐ 86  
☐ 84-85  
☐ 82-83  
☐ 80-81  
☐ 78-79  
☐ 76-77  
☐ 74-75  
☐ 72-73  
☐ Before 1972  
☐ Not applicable

### 8. Which of the following best describes your warfare specialty community?

(53-54)

- ☐ VAL  
☐ VAM  
☐ VAW  
☐ VAQ  
☐ VC  
☐ VF  
☐ VP  
☐ VQ  
☐ VS  
☐ HC  
☐ HM  
☐ HS  
☐ HSL  
☐ Other support community  
☐ Other

### 9. How long have you been a member of the above warfare specialty community?

(55)

- ☐ 1-2 years  
☐ 3-5 years  
☐ 6-9 years  
☐ 10-14 years  
☐ 15 or more years

### 10. How many other communities have you been a member of?

(56)

- ☐ None  
☐ 1  
☐ 2  
☐ 3  
☐ 4 or more

### 11. Which of the below Surface Warfare qualifications have you obtained?

(57)

- ☐ None  
☐ OOD (U)  
☐ One goal, not OOD (U)  
☐ Several but not SWO qualified  
☐ Am SWO qualified

### 12. Approximately how many hours a week do you fly?

(58)

- ☐ Duty involves no flying  
☐ Less than 5 hours  
☐ 5-10 hours  
☐ 11-15 hours  
☐ 16-20 hours  
☐ More than 20 hours



## B. INFORMATION USE

1. In reference to your present assignment, evaluate each of the following 14 sources of information according to how much you use them, how accurate, honest, and available they are in providing you with career planning information and guidance, and how much influence each source exerts on your career decisions. Respond using the scale below.

① ————— ② ————— ③ ————— ④ ————— ⑤ ————— ⑥ ————— ⑦ ————— ⑧ —————  
 Very Low                      Moderate                      Very High                      Not Applicable

INFORMATION SOURCE	USE	ACCURACY	HONESTY	AVAILABILITY	INFLUENCE
a. CO/ISIC . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (73)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (92)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (111)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (130)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (149)
b. XO . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (74)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (93)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (112)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (131)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (150)
c. Department Head . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (75)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (94)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (113)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (132)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (151)
d. Other senior officers in my community . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (76)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (95)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (114)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (133)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (152)
e. Senior officers outside my community . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (77)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (96)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (115)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (134)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (153)
f. Peers . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (78)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (97)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (116)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (135)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (154)
g. Detailers . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (79)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (98)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (117)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (136)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (155)
h. "Perspective" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (80)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (99)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (118)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (137)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (156)
i. "URL Officer Career Planning Handbook" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (81)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (100)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (119)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (138)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (157)
j. "Commanding Officer's Addendum" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (82)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (101)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (120)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (139)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (158)
k. "Officer Billet Summary" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (83)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (102)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (121)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (140)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (159)
l. Navy Times . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (84)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (103)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (122)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (141)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (160)
m. Public media . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (85)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (104)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (123)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (142)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (161)
n. Publications put out only for my community . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (86)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (105)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (124)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (143)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (162)

## C. PRESENT ASSIGNMENT

1. My present tour is:

(177)

☐ Sea

☐ Shore

2. When did you detach from your last assignment?

(178)

☐ Less than 1 month ago.

☐ 1 month, but less than 3 months ago.

☐ 3 months, but less than 6 months ago.

☐ 6 months, but less than 9 months ago.

☐ 9 months, but less than 1 year ago.

☐ 1 year or more ago.

☐ No reassignment.

3. My PRD is:

(179)

☐ Less than 1 month from now.

☐ 1 month, but less than 3 months from now.

☐ 3 months, but less than 6 months from now.

☐ 6 months, but less than 9 months from now.

☐ 9 months, but less than 1 year from now.

☐ 1 year or more from now.

☐ Don't know.

4. What is your evaluation of the following aspects of your present job and related duties? Mark one response for each item.

- a. Challenge . . . . . (182)
- b. Separation from family/friends . . . . . (183)
- c. Use of skills & abilities . . . . . (184)
- d. Working environment . . . . . (185)
- e. Hours of work required . . . . . (186)
- f. Work pressure . . . . . (187)
- g. Interesting duties . . . . . (188)
- h. Ability to plan and schedule activities . . . . . (189)
- i. Adventure . . . . . (190)
- j. Sense of accomplishment . . . . . (191)
- k. Opportunity to grow professionally . . . . . (192)
- l. Doing something important . . . . . (193)

	1	2	3	4	5	6	7
	Very Negative			Neutral			Very Positive
a. Challenge . . . . . (182)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Separation from family/friends . . . . . (183)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Use of skills & abilities . . . . . (184)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Working environment . . . . . (185)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Hours of work required . . . . . (186)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Work pressure . . . . . (187)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Interesting duties . . . . . (188)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Ability to plan and schedule activities . . . . . (189)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Adventure . . . . . (190)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Sense of accomplishment . . . . . (191)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Opportunity to grow professionally . . . . . (192)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Doing something important . . . . . (193)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Overall, how do you evaluate this tour in terms of:

- a. Squadron/Command . . . . . (194)
- b. Type duties . . . . . (195)
- c. Superiors . . . . . (196)
- d. Immediate subordinates . . . . . (197)
- e. Wardroom at sea (the SWOs) . . . . . (200)
- f. Ready room/peers . . . . . (198)

	Highly Unfavor- able	Un- favorable	Neutral	Favorable	Highly Favorable	Not Applicable
a. Squadron/Command . . . . . (194)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Type duties . . . . . (195)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Superiors . . . . . (196)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Immediate subordinates . . . . . (197)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Wardroom at sea (the SWOs) . . . . . (200)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Ready room/peers . . . . . (198)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## D. ASSIGNMENT PROCESS

1. How many months prior to your PRD to your current assignment did you submit a new preference card?

(253)

- ☐ 1 to 2 months    ☐ 5 to 6 months    ☐ 9 to 10 months    ☐ More than a year before PRD  
☐ 3 to 4 months    ☐ 7 to 8 months    ☐ 11 to 12 months    ☐ None submitted

2. When I completed my most recent preference card I:

(254)

- ☐ Put down choices I personally wanted, regardless of how they might affect my Navy career.  
☐ Put down primarily what I wanted, but tempered them a little with what I thought would help my Navy career.  
☐ Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are aligned.  
☐ Put down choices which I thought would help my Navy career, but tempered with my personal desires.  
☐ Put down choices which I thought would help my Navy career even though they weren't personally desirable.  
☐ Did not complete one.

3. Assess the acceptability of your current assignment in comparison with what was expressed on your preference card:

	1	2	3	4	5	6	7	8
	Very Poor			Neutral			Very Good	Preference Card Not Sent
a. Location (255)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Type Billet (256)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Type Activity (257)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. During my most recent transfer, I was promised one type of duty or duty station location; however, it was changed in the orders I received before I transferred.

(258)

- ☐ No    ☐ Yes    ☐ No previous reassignment

5. With respect to your most recent transfer, did your detailer inform you that orders were being forwarded, but they were not received in a timely fashion?

(259)

- ☐ No    ☐ Yes    ☐ No previous reassignment

6. Have you submitted a new preference card during your current assignment?

(260)

- ☐ No    ☐ Yes

7. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to items a through h.)

- |                                      |                                  |
|--------------------------------------|----------------------------------|
| 1. Systematically throughout my tour | 5. 3 to 6 months before my PRD   |
| 2. More than 14 months before my PRD | 6. Within 3 months before my PRD |
| 3. 11 to 14 months before my PRD     | 7. I didn't do this              |
| 4. 7 to 10 months before my PRD      | 8. Not applicable                |

a. Contacting your detailer (261)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Specifically seeking the advice of a senior officer (262)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Specifically seeking the advice of a peer (263)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Discussing possible assignments with my spouse/family (264)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Considering choices of location (265)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Considering choices of types of billets (266)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Considering choices of types of duty (267)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Contacting a placement officer (268)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?

If you had no previous assignment or used no one to intervene on your behalf,

please mark here

(269)

- ☐ No previous assignment  
☐ No one

and go to Question 9.

	Used Individual	Did Not Use Individual
a. My CO/XO/ISIC . . . . . (270)	<input type="radio"/>	<input type="radio"/>
b. CO/ISIC of the billet I wanted . . . . . (271)	<input type="radio"/>	<input type="radio"/>
c. A senior officer in my direct chain of command from my previous assignment . . . . . (272)	<input type="radio"/>	<input type="radio"/>
d. A senior officer from the command of my desired assignment . . . . . (273)	<input type="radio"/>	<input type="radio"/>
e. A senior officer from my command but not in the chain of command of either assignment . . . . . (274)	<input type="radio"/>	<input type="radio"/>
f. A senior officer from outside my community . . . . . (275)	<input type="radio"/>	<input type="radio"/>
g. Other . . . . . (276)	<input type="radio"/>	<input type="radio"/>

9. Which one of the following statements best describes your experience in obtaining your current assignment?

(277)

- Ⓐ Haven't been through reassignment.
- Ⓑ Tended to run smoothly – my detailee located an acceptable billet relatively quickly.
- Ⓒ Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailee along the way.
- Ⓓ Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
- Ⓔ Tended to be a completely frustrating situation. No amount of effort on my part or by others was successful in influencing the system.

10. How effective do you feel each of the following methods are for interacting with your detailee?

	Very Ineffective	Ineffective	So-So	Effective	Very Effective
a. Preference Card . . . . . (278)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Letter . . . . . (279)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Telephone . . . . . (280)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Personal visit . . . . . (281)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Detailee field trip . . . . . (282)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. If you have formed an opinion of your current detailer, evaluate your detailer in the below areas. If not, please evaluate your former detailer

	1 Very Negative	2	3	4 Neutral	5	6	7 Very Positive	8 Don't Know
a. Knowledge of current policy trends. . . . . (283)	①	②	③	④	⑤	⑥	⑦	⑧
b. Knowledge of which billets are available. . . . . (284)	①	②	③	④	⑤	⑥	⑦	⑧
c. Knowledge of requirements and duties of available billets. . . . . (285)	①	②	③	④	⑤	⑥	⑦	⑧
d. Knowledge of my career development needs. . . . . (286)	①	②	③	④	⑤	⑥	⑦	⑧
e. Knowledge of my personal desires. . . . . (287)	①	②	③	④	⑤	⑥	⑦	⑧
f. Returns telephone calls. . . . . (288)	①	②	③	④	⑤	⑥	⑦	⑧
g. Shares information. . . . . (289)	①	②	③	④	⑤	⑥	⑦	⑧
h. Knowledgeable of previous communications. (290)	①	②	③	④	⑤	⑥	⑦	⑧
i. What (s)he says can be trusted. . . . . (291)	①	②	③	④	⑤	⑥	⑦	⑧
j. Looks out for my best interests. . . . . (292)	①	②	③	④	⑤	⑥	⑦	⑧
k. Listens to my problems, desires, needs, etc. . . . . (293)	①	②	③	④	⑤	⑥	⑦	⑧
l. Provides useful career counseling. . . . . (294)	①	②	③	④	⑤	⑥	⑦	⑧
m. Responds to correspondence. . . . . (295)	①	②	③	④	⑤	⑥	⑦	⑧
n. Availability. . . . . (296)	①	②	③	④	⑤	⑥	⑦	⑧
o. Provides useful career counseling on "tickets to be punched". . . . . (297)	①	②	③	④	⑤	⑥	⑦	⑧
p. Provides useful career counseling on "right contacts" to make. . . . . (298)	①	②	③	④	⑤	⑥	⑦	⑧

12. Which detailer did you evaluate?

(299)

☐ Current detailer

☐ Former detailer

13. How many times have you spoken to your current detailer?

(301)

☐ 0

☐ 2

☐ 4

☐ 6

☐ 1

☐ 3

☐ 5

☐ 7 or more times

14. If you have attended a detailer field trip meeting in the last two years, to what extent:

	1 Very Little	2	3	4 Some	5	6	7 Very Great	8 Not Attend
a. Did it provide clarification of assignment policies and practices? . . . . . (302)	①	②	③	④	⑤	⑥	⑦	⑧
b. Did it give you an appreciation of officer career paths and alternatives? . . . . . (303)	①	②	③	④	⑤	⑥	⑦	⑧
c. Did it resolve some assignment problems you had? . . . . . (304)	①	②	③	④	⑤	⑥	⑦	⑧
d. Was it conducted in an open and honest manner? . . . . . (305)	①	②	③	④	⑤	⑥	⑦	⑧
e. Was it a useful and beneficial meeting? (306)	①	②	③	④	⑤	⑥	⑦	⑧

15. I cannot depend upon the detailing system to find a job that I want.

(307)

Strongly  
Disagree

Neutral

Strongly  
Agree

①

②

③

④

⑤

⑥

⑦

16. Please indicate your degree of agreement with the below statements. Use the provided scale in answering the statements about the detailer who assigned you to your current command.

a. I was favorably impressed with the way my detailer handled our interactions. . . . . (308)

b. My detailer tended to have a closed mind, and thus I could not influence him/her. . . . . (309)

c. My detailer made a sincere effort to meet my needs or to explain why he/she couldn't. . . . . (310)

d. The detailer located for me the best billet that he/she could, given the circumstances. . . . . (311)

1	2	3	4	5	6	7	8
Strongly Disagree			Neutral			Strongly Agree	Not Assigned
①	②	③	④	⑤	⑥	⑦	⑧
①	②	③	④	⑤	⑥	⑦	⑧
①	②	③	④	⑤	⑥	⑦	⑧
①	②	③	④	⑤	⑥	⑦	⑧

17. If you were disappointed with the assignment you received, indicate your degree of agreement with the below statements. If you were not disappointed, please mark here → ○ (312) and go to the next page.

a. My detailer conveyed the news of my new assignment in a callous fashion. . . . . (313)

b. My detailer attempted to explain why the assignment was made. . . . . (314)

1	2	3	4	5	6	7	8
Strongly Disagree			Neutral			Strongly Agree	Not Assigned
①	②	③	④	⑤	⑥	⑦	⑧
①	②	③	④	⑤	⑥	⑦	⑧

## E. DECISION PROCESS

1. How many more years do you plan to remain on active duty?

(330-331)

☐ 1   ☐ 2   ☐ 3   ☐ 4   ☐ 5   ☐ 6   ☐ 7   ☐ 8   ☐ 9   ☐ 10  
☐ 11   ☐ 12   ☐ 13   ☐ 14   ☐ 15   ☐ 16   ☐ 17   ☐ 18   ☐ 19   ☐ 20

2. Do you feel that the Navy wants you to continue your career as an active duty naval officer?

(332)

Definitely Not                      Don't Know                      Definitely Does  
☐ 1                      ☐ 2                      ☐ 3                      ☐ 4                      ☐ 5                      ☐ 6                      ☐ 7

3. When you are (or "should be") completing your Officer Preference Card, do you have a good idea of available billets for which you would be fully competitive?

(333)

Definitely Do Not                      Somewhat                      Definitely Do  
☐ 1                      ☐ 2                      ☐ 3                      ☐ 4                      ☐ 5                      ☐ 6                      ☐ 7

4. Do you feel the billets you have received reflected your experience and past performance?

(334)

Definitely Do Not                      Somewhat                      Definitely Do  
☐ 1                      ☐ 2                      ☐ 3                      ☐ 4                      ☐ 5                      ☐ 6                      ☐ 7

5. What is your evaluation of the following aspects of a Navy career?

	1	2	3	4	5	6	7
	Very Negative			Neutral			Very Positive
a. Continuity of detailers. . . . . (335)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Assignments received. . . . . (336)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Change of assignments at 2-3 year intervals (337)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Possibility of change of geographic location with assignment changes . . . . . (338)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Sea duty . . . . . (339)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Shore duty. . . . . (340)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Overseas assignments, accompanied (341)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Overseas assignments, unaccompanied (342)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Commissary and exchange benefits (343)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. If you were to seek civilian employment, how prepared are you to do so?

(353)

Essentially Unprepared                      Neither Prepared nor Unprepared                      Essentially Prepared  
☐ 1                      ☐ 2                      ☐ 3                      ☐ 4                      ☐ 5                      ☐ 6                      ☐ 7

7. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

	Civilian				Navy		
	Substantially Better	Much Better	Better	Comparable	Better	Much Better	Substantially Better
a. Interesting and challenging work (373)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Ability to plan work (374)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Work hours (375)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Minimal work stress (376)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Freedom from hassle (377)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Own initiative (378)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Pay and allowances (379)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Health benefits/care (380)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Job security (381)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Family stability (382)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Desirable place to live (383)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Desirable co-workers (384)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Recognition (385)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Responsibility (386)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Chance for spouse to develop own interests (387)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Quality of superiors (388)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Retirement program (389)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Variety of assignments (390)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Educational opportunities (391)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Promotional opportunities (392)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u. Social relationships (393)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
v. Amount of crisis management (394)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Indicate what your decision was, if one has been made, for the following career options.

I have decided to:		No	Undecided	Yes
a. Obtain a master's degree (418)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Request PG School (419)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Make the Navy a career (420)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Qualify for a different aircraft (421)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Seek a designator change from aviation (422)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Obtain a proven subspecialty (423)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Remain geographically stable (424)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Request Staff or War College (425)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Accept a Washington headquarters staff assignment (426)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Strive for operational squadron command (427)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Prepare for a career outside the Navy (428)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Remain in the Navy beyond eligible retirement date (429)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Strive for CAPT (430)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Strive for flag rank (431)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Seek a designator change to Material Professional (432)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



9. Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

	Strongly Negative	Substantially Negative	Moderately Negative	Neutral	Moderately Positive	Substantially Positive	Strongly Positive	Don't Know
<b>a. SEA ASSIGNMENTS</b>								
1. CO - Carrier (477)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. XO - Carrier (478)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. XO - LHA (479)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>b. SHIP'S COMPANY (CV, LHA, LPH)</b>								
1. Communications Officer (480)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Navigator (481)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Assistant Navigator (482)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Weapons Officer (483)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. ASW Officer (484)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Safety Officer (485)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Operations Administrative Assistant (486)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Air Operations Officer (487)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Strike Operations Officer (488)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. CIC Officer (489)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Assistant for Air Warfare (490)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Assistant for ASW (491)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Air Boss (Air Officer) (492)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Aircraft Handling Officer (493)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Catapult Officer (494)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Flight Deck Officer (495)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Hangar Deck Officer (496)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>c. AIR WING</b>								
1. CAG - Air Wing Commander (Assume it's an O-5 billet) (497)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. CAG - Air Wing Commander (Assume it's an O-6 billet) (498)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Deputy CAG (499)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. CAG OPS (500)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. CAG ASW (501)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. CAG LSO (502)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>d. SQUADRON</b>								
1. XO/CO (503)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Department Head (DH) - Administration (504)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. DH - Maintenance (505)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. DH - Operations (506)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. DH - Safety (507)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. DH - Training (508)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Aviation Officer (OIC Helo Detachment) (509)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>e. SHORE ASSIGNMENT</b>								
1. Flag Aide (543)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. FRS (RAG) Instructor (533)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Naval Academy Instructor (544)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. CO/XO - Training Squadron (534)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. XO - Fleet Replacement Squadron (RAG) (535)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. CO - Fleet Replacement Squadron (RAG) (536)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Test Pilot School (537)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Detailer (545)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Washington Tour (538)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Wing Staff (539)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Recruiting (546)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Naval Aviation Training Instructor (540)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Navy PG School Student (547)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Top Gun Instructor (541)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Strike University Instructor (542)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Please indicate how IMPORTANT each of the following areas are to remaining in the Navy.

	1 No. At All Important	2	3 Neutral	4	5 Extremely Important	6 Not Applicable
a. Number of cruise liberty ports . . . . . (592)	①	②	③	④	⑤	⑥
b. Quality of liberty ports . . . . . (593)	①	②	③	④	⑤	⑥
c. Opportunity for operational flying . . . . . (601)	①	②	③	④	⑤	⑥
d. Non-flying assignments . . . . . (602)	①	②	③	④	⑤	⑥
e. Aviation Officer Continuation Pay (AOCP) . . . . . (603)	①	②	③	④	⑤	⑥
f. Aviation Career Incentive Pay (ACIP) . . . . . (604)	①	②	③	④	⑤	⑥
g. Command duties . . . . . (594)	①	②	③	④	⑤	⑥
h. Family separation . . . . . (595)	①	②	③	④	⑤	⑥
i. Disassociated sea tour . . . . . (605)	①	②	③	④	⑤	⑥
j. Retirement benefits . . . . . (596)	①	②	③	④	⑤	⑥
k. Geographical stability . . . . . (597)	①	②	③	④	⑤	⑥
l. Basic salary . . . . . (598)	①	②	③	④	⑤	⑥
m. Aviation life-style/esprit de corps . . . . . (599)	①	②	③	④	⑤	⑥
n. Recognition for accomplishments . . . . . (600)	①	②	③	④	⑤	⑥
o. Amount of operational flying for 0-4s . . . . . (606)	①	②	③	④	⑤	⑥
p. Amount of operational flying for 0-5s and above. (607)	①	②	③	④	⑤	⑥

11. Now, please indicate how SATISFIED you are with the same areas.

	1 Very Dissatisfied	2	3 Neutral	4	5 Very Satisfied	6 Not Applicable
a. Number of cruise liberty ports . . . . . (618)	①	②	③	④	⑤	⑥
b. Quality of liberty ports . . . . . (619)	①	②	③	④	⑤	⑥
c. Opportunity for operational flying . . . . . (627)	①	②	③	④	⑤	⑥
d. Non-flying assignments . . . . . (628)	①	②	③	④	⑤	⑥
e. Aviation Officer Continuation Pay (AOCP) . . . . . (629)	①	②	③	④	⑤	⑥
f. Aviation Career Incentive Pay (ACIP) . . . . . (630)	①	②	③	④	⑤	⑥
g. Command duties . . . . . (620)	①	②	③	④	⑤	⑥
h. Family separation . . . . . (621)	①	②	③	④	⑤	⑥
i. Disassociated sea tour . . . . . (631)	①	②	③	④	⑤	⑥
j. Retirement benefits . . . . . (622)	①	②	③	④	⑤	⑥
k. Geographical stability . . . . . (623)	①	②	③	④	⑤	⑥
l. Basic salary . . . . . (624)	①	②	③	④	⑤	⑥
m. Aviation life-style/esprit de corps . . . . . (625)	①	②	③	④	⑤	⑥
n. Recognition for accomplishments . . . . . (626)	①	②	③	④	⑤	⑥
o. Amount of operational flying for 0-4s . . . . . (632)	①	②	③	④	⑤	⑥
p. Amount of operational flying for 0-5s and above. (633)	①	②	③	④	⑤	⑥

12. To what extent do you think about leaving the Navy prior to retirement? . . . . . (635)
13. Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy, within the next year? . . . . . (636)
14. If they had to do it over again, to what extent do you think most of your ex-Navy (now civilian) friends would choose to leave the Navy prior to their retirement? . . . . . (637)

To No Extent	To A Little Extent	To Some Extent	To A Considerable Extent	To A Very Great Extent
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○

15. In general, how satisfied do you think your friends are who have left the Navy for a civilian career?

(640)

- ☐ ① Very satisfied
- ☐ ② Satisfied
- ☐ ③ Neither satisfied nor dissatisfied
- ☐ ④ Dissatisfied
- ☐ ⑤ Very dissatisfied

16. Looking at an aviation career, for approximately how many years from now do you have a relatively clear idea of what your career path (billets, promotions, etc.) will be?

(641-642)

- ☐ Less than 1 year
- ☐ 1-4 years
- ☐ 5-8 years
- ☐ 9-12 years
- ☐ 13-16 years
- ☐ 17-20 years
- ☐ More than 20 years

17. How attractive does the aviation area career path appear to you?

(643)

- |                      |   |   |         |   |   |                    |
|----------------------|---|---|---------|---|---|--------------------|
| Very<br>Unattractive |   |   | Neutral |   |   | Very<br>Attractive |
| ①                    | ② | ③ | ④       | ⑤ | ⑥ | ⑦                  |

18. If you have made a career decision, either to remain or resign from the Navy, when did you make this decision?

(645)

- ☐ Before entering the Navy
- ☐ Before I got my wings
- ☐ During my first sea tour
- ☐ During my first shore tour
- ☐ During my second sea tour
- ☐ During my second shore tour
- ☐ Other
- ☐ Not applicable—have not made the decision

19. If you are resigning from the Navy, do you plan to join the naval reserve?

(647)

- ☐ No
- ☐ Uncertain
- ☐ Yes
- ☐ Not applicable

20. If you are planning to resign from the Navy (or have submitted your letter of resignation) do you have a civilian job waiting?

(650)

- ☐ No
- ☐ Uncertain
- ☐ Yes
- ☐ Not applicable

21. What is your principal source of information about civilian hiring opportunities in aviation?

(653)

- ☐ Fellow naval aviators
- ☐ Mass media
- ☐ Civilian pilots
- ☐ Written materials
- ☐ Other

22. Which of the following best describes the type of job you will have in civilian life?

(654)

- ☐ Civilian aviation/pilot
- ☐ Civilian aviation/administration
- ☐ Government
- ☐ Education
- ☐ Business
- ☐ Professional
- ☐ Other
- ☐ Uncertain
- ☐ Not applicable

## F. CAREER MANAGEMENT

**1. On the scale below, check the statement which most applies to you.**

(702)

- ☐ I am an aviator
- ☐ I am primarily an aviator and secondarily a Navy officer
- ☐ I am an equal balance of both

- ☐ I am primarily a Navy officer and secondarily an aviator
- ☐ I am a Navy officer

Using your warfare specialty as your community (VAL, HM, etc.) please respond to the below items.

2. My specialty community (VAL, VF, etc.), has some programs to help me with my career which are different from other Navy aviation communities. . . . . (703)
3. My specialty community has a higher rate of promotion for senior officers than other aviation communities. . . . . (704)
4. My community (aviation) tries to take care of its own in regards to promotions. . . . . (704)
5. Officers in other aviation specialty communities get the billets which contribute most to their Navy careers. . . . . (705)
6. It is important to have someone available with whom I am comfortable and trust to discuss my career. . . . . (706)
7. My senior officers interact with me frequently. . . . . (707)
8. I use senior officers as role models when I make career decisions. . . . . (708)
9. I have been counseled on how the Navy's career system works for members of my community. . . . . (709)
10. I have been counseled on the Navy career opportunities outside of my community. . . . . (710)
11. I have been counseled on the timing and proper career progression which will help me reach my career goals in the Navy. . . . . (720)
12. I have had good counsel on the Navy's norms and values for officers. . . . . (711)
13. Officers need a special career counseling system for them. . . . . (712)
14. Visibility is very important at this stage in my Navy career. . . . . (718)
15. It is almost essential for me to be sponsored by someone senior if I want to advance in the Navy. . . . . (719)
16. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments. . . . . (713)
17. I have been counseled on the "blind alleys" which might kill my Navy career. . . . . (714)
18. I have been counseled on the "tickets" which have to be punched so that I can reach my career goals in the Navy. . . . . (715)
19. I have a close, personal relationship with a considerably more senior officer who serves as mentor for my career. . . . . (716)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Strongly Disagree	Uncertain				Strong Agree	
( )	( )	( )	( )	( )	( )	( )
( )	(2)	(3)	(4)	(5)	(6)	( )
( )	( )	( )	( )	( )	( )	( )
(1)	(2)	(3)	(4)	(5)	(6)	( )
( )	( )	( )	(4)	(5)	(6)	( )
(1)	( )	(3)	(4)	(5)	(6)	( )
( )	( )	( )	(4)	(5)	( )	( )
(1)	(2)	(3)	(4)	(5)	(6)	(7)
( )	( )	( )	( )	( )	(6)	( )
(1)	(2)	(3)	(4)	(5)	(6)	( )
( )	( )	( )	(4)	(5)	( )	( )
(1)	(2)	(3)	(4)	(5)	(6)	( )
( )	( )	( )	(4)	(5)	(6)	( )
(1)	(2)	(3)	(4)	(5)	(6)	(7)
( )	( )	( )	( )	( )	( )	( )
(1)	(2)	(3)	(4)	(5)	(6)	( )
( )	( )	( )	(4)	(5)	( )	( )
(1)	(2)	(3)	(4)	(5)	(6)	(7)
( )	( )	( )	( )	( )	( )	( )
(1)	(2)	(3)	(4)	(5)	(6)	( )
( )	( )	( )	( )	( )	( )	( )
(1)	(2)	(3)	(4)	(5)	(6)	(7)
( )	( )	( )	( )	( )	( )	( )
(1)	(2)	(3)	(4)	(5)	(6)	(7)

20. In comparison with other communities, officers in my community make flag rank: (763)

Very  
Infrequently  
①

At the  
same rate

Very  
Frequently  
⊖

21. Rate the importance of each of the following, within your community, for making flag rank.

		Of No Importance	Of Little Importance	Of Moderate Importance	Of Considerable Importance	Of Utmost Importance
a. High specialization . . . . .	(764)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Generalist (not over specialized) . . .	(765)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Superb performance . . . . .	(766)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Have right contacts . . . . .	(767)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Have punched the right tickets . . . .	(768)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**22. How attractive would a designator change be. . .**

- a. if it would allow you to remain in the cockpit, or next to your present airplane, for a full career (including opportunity for promotion to O-6)? (769)
- b. if you were guaranteed to be in the cockpit for a full career, regardless of the type of plane or mission you would be involved with? (770)
- c. if you were expected to maintain a standard sea/shore tour rotation pattern with the change specified in item b? (771)
- d. if it included division officer and department head duties but did not include any opportunity to command a squadron? (772)

Very Unattractive	Unattractive	Neither Attractive Nor Unattractive	Attractive	Very Attractive
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## G. CAREER AND MARITAL STATUS

Married officers are to complete Part A. Married and single officers are to complete Part B.

### PART A. MARRIED OFFICERS

Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.

	1	2	3	4	5	6	7	8
	Strongly Disagree			Neutral			Strongly Agree	NA
1. My spouse's career limits considerably the options available in my career decisions. . . . . (860)	①	②	③	④	⑤	⑥	⑦	⑧
2. At the present time, my career is more important to me than my spouse's career. . . . . (861)	①	②	③	④	⑤	⑥	⑦	⑧
3. Family separation, because of deployment, makes my Navy career less attractive. . . . . (866)	①	②	③	④	⑤	⑥	⑦	⑧
4. Family separation, because of in-port working hours, is a problem. . . . . (867)	①	②	③	④	⑤	⑥	⑦	⑧
5. I feel that my detailer will make an honest effort to co-locate my spouse and me. . . . . (862)	①	②	③	④	⑤	⑥	⑦	⑧
6. I have cut back on my career involvement in order to meet the needs of my spouse and/or children. . . . . (863)	①	②	③	④	⑤	⑥	⑦	⑧
7. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages. . . . . (864)	①	②	③	④	⑤	⑥	⑦	⑧
8. Better support services (e.g., spouse employment information about a new community, and/or help in planning and coping with transfer) should be provided for transferring couples. . . . . (865)	①	②	③	④	⑤	⑥	⑦	⑧

9. How is your spouse primarily employed? (Choose best response)

(875-876)

- ☐ Full-time homemaker
- ☐ Secretary/clerical
- ☐ Teacher
- ☐ Professional
- ☐ Engineer
- ☐ Business/finance
- ☐ Navy officer
- ☐ Navy enlisted
- ☐ Other military
- ☐ Other

10. How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example)?

(881)

I defer to  
spouse's wishes

①

②

③

Equal  
Participation

④

⑤

⑥

I decide  
alone

⑦

NA

⑧

11. How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc?

(882)

I defer to  
spouse's wishes

①

②

③

Equal  
Participation

④

⑤

⑥

I decide  
alone

⑦

NA

⑧

12. How do you think your spouse feels toward your Navy career?

(883)

① Completely opposed

④ Moderately supportive

② Moderately opposed

⑤ Completely supportive

③ Neutral

13. Rate the below items with regard to the extent of their impact on your most recent PCS move.

- a. My spouse's employment . . . . . (884)  
b. Disruptions in children's schooling . . . . . (885)  
c. My out-of-pocket expenses . . . . . (886)  
d. Disruptions in social relations. . . . . (887)  
e. The moving process itself . . . . . (888)  
f. My unavailability to help the family (en route training, for example) . . . . . (889)  
g. Obtaining child care . . . . . (890)

To No Extent	To A Little Extent	To Some Extent	To A Considerable Extent	To A Very Great Extent
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## PART B. MARRIED AND SINGLE OFFICERS

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

1. Single officers work the same number of hours as married personnel. . . . . (891)  
2. Single officers are unable to obtain assignment to a desired geographic location, because all available billets have been filled in support of spouse co-location. . . . . (892)  
3. Marital status should be taken into consideration in the assignment process. . . . . (893)  
4. I believe there is a disparity in entitlements/allowances between married and single personnel. . . . . (894)  
5. There is too much concern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment. . . . . (895)  
6. The Navy treats its single personnel as fairly as it does its married personnel. . . . . (896)

1 Strongly Disagree	2	3	4 Uncertain	5	6	7 Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# H. EDUCATIONAL, TRAINING AND PROFESSIONAL DEVELOPMENT

Please indicate your level of agreement to the below items. In evaluating the first four items, consider ASW, CIC, etc. as technical schools and LMET, etc. as non-technical ones. Omit consideration of major professional schools such as NPGS or War College.

	1	2	3	4	5	6	7	8
	Strongly Disagree			Neutral			Strongly Agree	NA
	①	②	③	④	⑤	⑥	⑦	⑧
1. Navy school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job (mark "8" if none completed). . . . . (897)	①	②	③	④	⑤	⑥	⑦	⑧
2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a naval officer. . . . . (898)	①	②	③	④	⑤	⑥	⑦	⑧
3. I believe that non-technical schools improve my ability to do my job. . . . . (899)	①	②	③	④	⑤	⑥	⑦	⑧
4. Technical schools will increase my promotion opportunities much more than non-technical service schools. . . . . (900)	①	②	③	④	⑤	⑥	⑦	⑧
5. Obtaining one or more surface warfare qualifications will enhance my chances of being selected for command. . . . . (913)	①	②	③	④	⑤	⑥	⑦	⑧
6. I must obtain at least one operational tour FITREP as department head before I can screen for command. . . . . (912)	①	②	③	④	⑤	⑥	⑦	⑧
7. My community has a planned program for rotating junior officers through several departments during their first sea tour. . . . . (901)	①	②	③	④	⑤	⑥	⑦	⑧
8. I have been provided all of the opportunity I need to progress toward my squadron professional qualifications. . . . . (914)	①	②	③	④	⑤	⑥	⑦	⑧
9. I have been encouraged by many of my seniors (CO, XO, department head, etc.) to pursue a graduate education. . . . . (908)	①	②	③	④	⑤	⑥	⑦	⑧
10. Obtaining a postgraduate degree will strengthen my chances for promotion. . . . . (902)	①	②	③	④	⑤	⑥	⑦	⑧
11. I would rather receive a postgraduate degree from a civilian institution than NPGS. . . . . (909)	①	②	③	④	⑤	⑥	⑦	⑧
12. If I leave my warfare specialty area for any reason, including attendance at NPGS, my Navy career will suffer. . . . . (903)	①	②	③	④	⑤	⑥	⑦	⑧
13. The development of a subspecialty is important for my Navy career. . . . . (904)	①	②	③	④	⑤	⑥	⑦	⑧
14. The development of a subspecialty is important for my career beyond the Navy. . . . . (905)	①	②	③	④	⑤	⑥	⑦	⑧
15. More emphasis should be placed on developing an officer's leadership abilities rather than general managerial skills. . . . . (910)	①	②	③	④	⑤	⑥	⑦	⑧
16. Attending one of the war colleges is important for my Navy career. . . . . (911)	①	②	③	④	⑤	⑥	⑦	⑧
17. High performing officers (O-5) are being encouraged by seniors to pursue the Material Professional career path. . . . . (906)	①	②	③	④	⑤	⑥	⑦	⑧
18. High performing officers (O-4) are being encouraged by seniors to pursue the Material Professional career path. . . . . (907)	①	②	③	④	⑤	⑥	⑦	⑧

19. To what extent would you be interested in remaining in flying billets for the remainder of your career, if, by policy you could not advance beyond CDR? (921)

To a small extent      Uncertain      To a great extent

①      ②      ③      ④      ⑤      ⑥      ⑦

# I. CAREER ATTITUDES

1. **Career Intention:** The following item concerns the intensity of your desire to continue your career as a Navy officer at least until you are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Check the response which most closely represents your current level of commitment.

How certain are you that you will continue an active Navy career at least until you are eligible for retirement?

(934)

- ☐ 99.9-100% I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement.
- ☐ 90.0-99.8% I am almost certain I will continue my military career if possible.
- ☐ 75.0-89.9% I am confident that I will continue my Navy career until I can retire.
- ☐ 50.0-74.9% I probably will remain in the Navy until I am eligible for retirement.
- ☐ 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement.
- ☐ 10.0-24.9% I am confident that I will not continue my Navy career until I can retire.
- ☐ 0.2-9.9% I am almost certain that I will leave the Navy as soon as possible.
- ☐ 0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.

	1	2	3	4	5	6	7
	Strongly Disagree			Neither Agree nor Disagree			Strongly Agree
2. The more I think about it, the more I feel I made a bad move in entering my career. (935)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I am very satisfied with my occupation. . . . . (936)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I talk up the Navy to my friends as a great organization to work for. . . . . (937)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I am fortunate to be located where I am. . . . . (938)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I thoroughly enjoy my career. . . . . (939)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I thoroughly enjoy my field of work. . . . . (940)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I am proud to tell others that I am part of the Navy. . . . . (941)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I thoroughly enjoy my location. . . . . (942)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I take great pride in my career. . . . . (943)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I would feel happier with a different occupation. . . . . (944)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined. . . . . (945)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. I am very satisfied with my present location. . . . . (946)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. I feel very good about my career. . . . . (947)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. I definitely feel that I am in the right field of work. . . . . (948)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. For me this is the best of all possible organizations for which to work. . . . . (949)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. I would be more satisfied in a different location. . . . . (950)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. I definitely feel that I am in the wrong career. . . . . (951)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. I am very sorry I chose my occupation. . . . . (952)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I take a positive attitude toward myself. . . . . (953)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. I have a definite plan for my career. . . . . (954)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I have a strategy for achieving my career goals. . . . . (955)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. On the whole, I am satisfied with myself. . . . . (956)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Compared to other areas of my life, my chosen career is <u>not</u> very important to me. . . . . (957)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



# J. FITNESS REPORT

1. Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours, starting with your most recent FITREP. Include dates of fitness reports that are not available and write in the word "missing." Please circle your position on the Evaluation and Summary rankings. The first three lines are filled in as examples. Omit information which is not relevant or available. Since this is privileged information, you are not required to complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

DATE	Block (13)	Sea/Shore	Evaluation and Summary (blocks 51 & 52)								Early Promotion		
							TYPICALLY EFFECTIVE			Field Circled	(block 62) RECMD EARLY	(block 66) RANKING	(block 65) NUM RECD
			1%	5%	10%	30%	50%	50%	30% MARG UNSAT				
05/85	1	②	/	/	/		/				YES	2	of 2
11/84	1	/	③		/				/		NO		of
11/83	2	missing											of
1187-1188	1189-1190	1191	1193-1195	1196-1198	1199-1201	1202-1204	1205-1207	1208-1210	1211-1213	1192	1214	1215-1217	of 1218-1220
1221-1222	1223-1224	1225	1227-1229	1230-1232	1233-1235	1236-1238	1239-1241	1242-1244	1245-1247	1226	1248	1249-1251	of 1252-1254
1255-1256	1257-1258	1259	1261-1263	1264-1266	1267-1269	1270-1272	1273-1275	1276-1278	1279-1281	1260	1282	1283-1285	of 1286-1288
1289-1290	1291-1292	1293	1295-1297	1298-1300	1301-1303	1304-1306	1307-1309	1310-1312	1313-1315	1294	1316	1317-1319	of 1320-1322
1323-1324	1325-1326	1327	1329-1331	1332-1334	1335-1337	1338-1340	1341-1343	1344-1346	1347-1349	1328	1350	1351-1353	of 1354-1356
1357-1358	1359-1360	1361	1363-1365	1366-1368	1369-1371	1372-1374	1375-1377	1378-1380	1381-1383	1362	1384	1385-1387	of 1388-1390
1391-1392	1393-1394	1395	1397-1399	1400-1402	1403-1405	1406-1408	1409-1411	1412-1414	1415-1417	1396	1418	1419-1421	of 1422-1424
1425-1426	1427-1428	1429	1431-1433	1434-1436	1437-1439	1440-1442	1443-1445	1446-1448	1449-1451	1430	1452	1453-1455	of 1456-1458
1459-1460	1461-1462	1463	1465-1467	1468-1470	1471-1473	1474-1476	1477-1479	1480-1482	1483-1485	1464	1486	1487-1489	of 1490-1492
1493-1494	1495-1496	1497	1499-1501	1502-1504	1505-1507	1508-1510	1511-1513	1514-1516	1517-1519	1498	1520	1521-1523	of 1524-1526
1527-1528	1529-1530	1531	1533-1535	1536-1538	1539-1541	1542-1544	1545-1547	1548-1550	1551-1553	1532	1554	1555-1557	of 1558-1560
1561-1562	1563-1564	1565	1567-1569	1570-1572	1573-1575	1576-1578	1579-1581	1582-1584	1585-1587	1566	1588	1589-1591	of 1592-1594
1595-1596	1597-1598	1599	1601-1603	1604-1606	1607-1609	1610-1612	1613-1615	1616-1618	1619-1621	1600	1622	1623-1625	of 1626-1628

\*1 = Sea 2 = Shore

**K. COMMENTS**

If you would like to comment on any aspect of your Navy career as it affects your desire to continue as a naval officer, please use this space. NOTE: Written comments may be used to support statistical summaries of data, but your comments will be used only if your anonymity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.

Rank: ☐ 0-1  
☐ 0-2  
☐ 0-3  
☐ 0-4

☐ 0-5  
☐ 0-6  
☐ 0-7

Aviator type: ☐ Pilot  
☐ NFO

Sex: ☐ Male  
☐ Female

NOTE: Would you like to receive feedback on the general findings of this questionnaire?

☐ YES ☐ NO

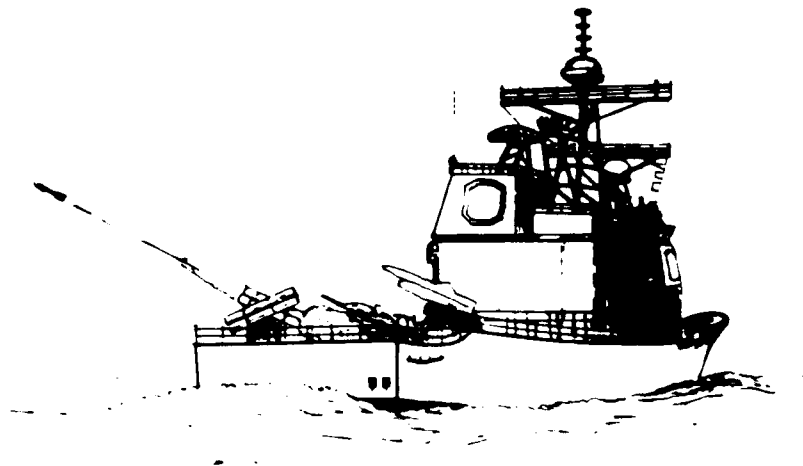
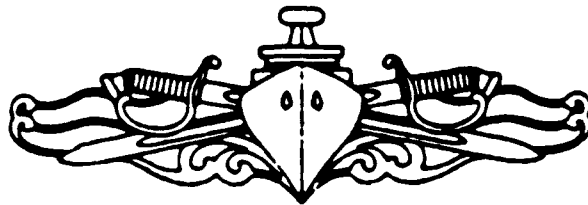
If yes, please provide name and SSN.

Name: \_\_\_\_\_

SSN: \_\_\_\_\_

**APPENDIX R**  
**SURFACE WARFARE OFFICER CAREER QUESTIONNAIRE**

# **SURFACE WARFARE OFFICER CAREER QUESTIONNAIRE**



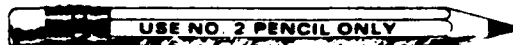
**NAVY PERSONNEL  
RESEARCH and DEVELOPMENT CENTER**  
San Diego, California 92152-6800



REPORT CONTROL SYMBOL  
1301-01-01

# OFFICER CAREER QUESTIONNAIRE

## MARKING INSTRUCTIONS

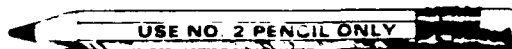


- Use a No. 2 black lead pencil only.
- Read each question carefully. Make a **HEAVY BLACK MARK** that **FILLS THE CIRCLE** representing your answer.
- Please do not make stray marks of any kind.

### INCORRECT MARKS:



### CORRECT MARK



## PRIVACY ACT NOTICE

Under the authority of 5 USC 301, information regarding your background, attitudes, experiences, and future intentions in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not become part of your official record, nor will it be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

## A. BACKGROUND INFORMATION

### 1. Social Security No.: (11-19)

Print your Social Security No. in the boxes provided. Then fill in the appropriate bubble below each number.

0	1	2	3	4	5	6	7	8	9
0	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9

### 2. Current designator: (20-23)

1			
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

### 3. Grade: (32)

- |                           |                           |
|---------------------------|---------------------------|
| <input type="radio"/> O-1 | <input type="radio"/> O-5 |
| <input type="radio"/> O-2 | <input type="radio"/> O-6 |
| <input type="radio"/> O-3 | <input type="radio"/> O-7 |
| <input type="radio"/> O-4 |                           |

### 4. Sex: (33)

- ☐ Male ☐ Female

### 5. Family status: (34)

- |   |  |
|---|--|
| <input type="radio"/> Single                    | <input type="radio"/> Married, with children |
| <input type="radio"/> Single parent             | <input type="radio"/> Separated/Divorced     |
| <input type="radio"/> Married, without children | <input type="radio"/> Other                  |

### 6. Date questionnaire completed: (49)

- |                               |                               |
|-------------------------------|-------------------------------|
| <input type="radio"/> May 86  | <input type="radio"/> Aug 86  |
| <input type="radio"/> June 86 | <input type="radio"/> Sept 86 |
| <input type="radio"/> July 86 | <input type="radio"/> Oct 86  |

### 7. Year awarded warfare device: (51-52)

- |                             |                                      |
|-----------------------------|--------------------------------------|
| <input type="radio"/> 86    | <input type="radio"/> 76-77          |
| <input type="radio"/> 84-85 | <input type="radio"/> 74-75          |
| <input type="radio"/> 82-83 | <input type="radio"/> 72-73          |
| <input type="radio"/> 80-81 | <input type="radio"/> Before 1972    |
| <input type="radio"/> 78-79 | <input type="radio"/> Not applicable |

### 8. Please indicate whether or not you have obtained each of the following qualifications.

- |                                    |  |  |
|------------------------------------|--|--|
| a. Division Officer . . . . . (59) |  |  |
| b. Department Head . . . . . (60)  |  |  |
| c. OOD . . . . . (61)              |  |  |
| d. EOOD . . . . . (62)             |  |  |
| e. Weapons Control . . . . . (63)  |  |  |
| f. Evaluator/TAO . . . . . (64)    |  |  |
| g. XO Afloat (LCDR and above) (65) |  |  |
| h. Qual-Surface Ship Command. (66) |  |  |
| i. Surface Nuclear Power . . (67)  |  |  |
| j. Other . . . . . (68)            |  |  |

	YES	NO
a. Division Officer . . . . . (59)	<input type="radio"/>	<input type="radio"/>
b. Department Head . . . . . (60)	<input type="radio"/>	<input type="radio"/>
c. OOD . . . . . (61)	<input type="radio"/>	<input type="radio"/>
d. EOOD . . . . . (62)	<input type="radio"/>	<input type="radio"/>
e. Weapons Control . . . . . (63)	<input type="radio"/>	<input type="radio"/>
f. Evaluator/TAO . . . . . (64)	<input type="radio"/>	<input type="radio"/>
g. XO Afloat (LCDR and above) (65)	<input type="radio"/>	<input type="radio"/>
h. Qual-Surface Ship Command. (66)	<input type="radio"/>	<input type="radio"/>
i. Surface Nuclear Power . . (67)	<input type="radio"/>	<input type="radio"/>
j. Other . . . . . (68)	<input type="radio"/>	<input type="radio"/>

## B. INFORMATION USE

1. In reference to your present assignment, evaluate each of the following 14 sources of information according to how much you use them, how accurate, honest, and available they are in providing you with career planning information and guidance, and how much influence each source exerts on your career decisions. Respond using the scale below.

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦ — ⑧

Very Low                      Moderate                      Very High                      Not Applicable

INFORMATION SOURCE	USE	ACCURACY	HONESTY	AVAILABILITY	INFLUENCE
a. CO/ISIC. . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (73)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (92)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (111)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (130)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (149)
b. XO . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (74)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (93)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (112)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (131)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (150)
c. Department Head . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (75)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (94)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (113)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (132)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (151)
d. Other senior officers in my community . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (76)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (95)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (114)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (133)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (152)
e. Senior officers outside my community . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (77)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (96)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (115)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (134)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (153)
f. Peers . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (78)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (97)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (116)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (135)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (154)
g. Detailers . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (79)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (98)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (117)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (136)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (155)
h. "Perspective" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (80)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (99)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (118)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (137)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (156)
i. "URL Officer Career Planning Handbook" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (81)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (100)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (119)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (138)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (157)
j. "Commanding Officer's Addendum" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (82)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (101)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (120)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (139)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (158)
k. "Officer Billet Summary" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (83)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (102)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (121)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (140)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (159)
l. Navy Times . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (84)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (103)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (122)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (141)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (160)
m. Public media . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (85)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (104)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (123)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (142)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (161)
n. Publications put out only for my community . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (86)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (105)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (124)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (143)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (162)

## C. PRESENT ASSIGNMENT

1. My present tour is:

(177)

☐ Sea

☐ Shore

2. When did you detach from your last assignment?

(178)

☐ Less than 1 month ago.

☐ 1 month, but less than 3 months ago.

☐ 3 months, but less than 6 months ago.

☐ 6 months, but less than 9 months ago.

☐ 9 months, but less than 1 year ago.

☐ 1 year or more ago.

☐ No reassignment.

3. My PRD is:

(179)

☐ Less than 1 month from now.

☐ 1 month, but less than 3 months from now.

☐ 3 months, but less than 6 months from now.

☐ 6 months, but less than 9 months from now.

☐ 9 months, but less than 1 year from now.

☐ 1 year or more from now.

☐ Don't know

4. What is your evaluation of the following aspects of your present job and related duties? Mark one response for each item.

	1	2	3	4	5	6	7
	Very Negative			Neutral			Very Positive
a. Challenge . . . . . (182)	①	②	③	④	⑤	⑥	⑦
b. Separation from family/friends . . . . . (183)	①	②	③	④	⑤	⑥	⑦
c. Use of skills & abilities . . . . . (184)	①	②	③	④	⑤	⑥	⑦
d. Working environment . . . . . (185)	①	②	③	④	⑤	⑥	⑦
e. Hours of work required . . . . . (186)	①	②	③	④	⑤	⑥	⑦
f. Work pressure . . . . . (187)	①	②	③	④	⑤	⑥	⑦
g. Interesting duties . . . . . (188)	①	②	③	④	⑤	⑥	⑦
h. Ability to plan and schedule activities. . . . . (189)	①	②	③	④	⑤	⑥	⑦
i. Adventure . . . . . (190)	①	②	③	④	⑤	⑥	⑦
j. Sense of accomplishment . . . . . (191)	①	②	③	④	⑤	⑥	⑦
k. Opportunity to grow professionally . . . . . (192)	①	②	③	④	⑤	⑥	⑦
l. Doing something important . . . . . (193)	①	②	③	④	⑤	⑥	⑦

5. Overall, how do you evaluate this tour in terms of:

	Highly Unfavorable	Unfavorable	Neutral	Favorable	Highly Favorable	No: Applicable
a. Ship/Command . . . . . (194)	○	○	○	○	○	○
b. Type duties . . . . . (195)	○	○	○	○	○	○
c. Relationship with CO . . . . . (199)	○	○	○	○	○	○
d. Superiors . . . . . (196)	○	○	○	○	○	○
e. Immediate subordinates . . . . . (197)	○	○	○	○	○	○
f. Wardroom/peers . . . . . (198)	○	○	○	○	○	○

## D. ASSIGNMENT PROCESS

1. How many months prior to your PRD to your current assignment did you submit a new preference card?

(253)

- ☐ 1 to 2 months      ☐ 5 to 6 months      ☐ 9 to 10 months      ☐ More than a year before PRD  
☐ 3 to 4 months      ☐ 7 to 8 months      ☐ 11 to 12 months      ☐ None submitted

2. When I completed my most recent preference card I:

(254)

- ☐ Put down choices I personally wanted, regardless of how they might affect my Navy career.  
☐ Put down primarily what I wanted, but tempered them a little with what I thought would help my Navy career.  
☐ Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are alike  
☐ Put down choices which I thought would help my Navy career, but tempered with my personal desires.  
☐ Put down choices which I thought would help my Navy career even though they weren't personally desirable.  
☐ Did not complete one

3. Assess the acceptability of your current assignment in comparison with what was expressed on your preference card:

	1	2	3	4	5	6	7	8
	Very Poor			Neutral			Very Good	Preference Card Not Sent
a. Location (255)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Type Billet (256)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Type Activity (257)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. During my most recent transfer, I was promised one type of duty or duty station location; however, it was changed in the orders I received before I transferred.

(258)

- ☐ No      ☐ Yes      ☐ No previous reassignment

5. With respect to your most recent transfer, did your detailee inform you that orders were being forwarded, but they were not received in a timely fashion?

(259)

- ☐ No      ☐ Yes      ☐ No previous reassignment

6. Have you submitted a new preference card during your current assignment?

(260)

- ☐ No      ☐ Yes

7. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to items a through h).

- |                                      |                                  |
|--------------------------------------|----------------------------------|
| 1. Systematically throughout my tour | 5. 3 to 6 months before my PRD   |
| 2. More than 14 months before my PRD | 6. Within 3 months before my PRD |
| 3. 11 to 14 months before my PRD     | 7. I didn't do this              |
| 4. 7 to 10 months before my PRD      | 8. Not applicable                |

a. Contacting your detailee	(261)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Specifically seeking the advice of a senior officer	(262)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Specifically seeking the advice of a peer	(263)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Discussing possible assignments with my spouse/family	(264)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Considering choices of location	(265)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Considering choices of types of billets	(266)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Considering choices of types of duty	(267)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Contacting a placement officer	(268)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



8. What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?

If you had no previous assignment or used no one to intervene on your behalf,

please mark here

(269)

- ☐ No previous assignment  
☐ No one

and go to Question 9.

		Used Individual	Did Not Use Individual
a. My CO/XO/ISIC . . . . .	(270)	<input type="radio"/>	<input type="radio"/>
b. CO/ISIC of the billet I wanted . . . . .	(271)	<input type="radio"/>	<input type="radio"/>
c. A senior officer in my direct chain of command from my previous assignment . . . . .	(272)	<input type="radio"/>	<input type="radio"/>
d. A senior officer from the command of my desired assignment . . . . .	(273)	<input type="radio"/>	<input type="radio"/>
e. A senior officer from my command but not in the chain of command of either assignment . . . . .	(274)	<input type="radio"/>	<input type="radio"/>
f. A senior officer from outside my community . . . . .	(275)	<input type="radio"/>	<input type="radio"/>
g. Other . . . . .	(276)	<input type="radio"/>	<input type="radio"/>

9. Which one of the following statements best describes your experience in obtaining your current assignment?

(277)

- Ⓐ Haven't been through reassignment.
- Ⓑ Tended to run smoothly—my detailee located an acceptable billet relatively quickly.
- Ⓒ Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailee along the way.
- Ⓓ Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
- Ⓔ Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received.
- Ⓕ Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system.

10. How effective do you feel each of the following methods are for interacting with your detailee?

	Very Ineffective	Ineffective	So-So	Effective	Very Effective
a. Preference Card . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Letter . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Telephone . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Personal visit . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Detailee field trip . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. If you have formed an opinion of your current detailer, evaluate your detailer in the below areas. If not, please evaluate your former detailer.

	1	2	3	4	5	6	7	8
	Very Negative			Neutral			Very Positive	Don't Know
a. Knowledge of current policy trends. . . . . (283)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
b. Knowledge of which billets are available. . . . . (284)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
c. Knowledge of requirements and duties of available billets. . . . . (285)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
d. Knowledge of my career development needs. . . . . (286)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
e. Knowledge of my personal desires. . . . . (287)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
f. Returns telephone calls. . . . . (288)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
g. Shares information. . . . . (289)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
h. Knowledgeable of previous communications. (290)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
i. What (s)he says can be trusted. . . . . (291)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
j. Looks out for my best interests. . . . . (292)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
k. Listens to my problems, desires, needs, etc. . . . . (293)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
l. Provides useful career counseling. . . . . (294)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
m. Responds to correspondence. . . . . (295)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
n. Availability. . . . . (296)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
o. Provides useful career counseling on "tickets to be punched". . . . . (297)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
p. Provides useful career counseling on "right contacts" to make. . . . . (298)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8

12. Which detailer did you evaluate?

(299)

☐ Current detailer

☐ Former detailer

13. How many times have you spoken to your current detailer?

(301)

☐ 0

☐ 2

☐ 4

☐ 6

☐ 1

☐ 3

☐ 5

☐ 7 or more times

14. If you have attended a detailer field trip meeting in the last two years, to what extent:

	1	2	3	4	5	6	7	8
	Very Little			Some			Very Great	Very Attentive
a. Did it provide clarification of assignment policies and practices? . . . . . (302)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
b. Did it give you an appreciation of officer career paths and alternatives? . . . . . (303)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
c. Did it resolve some assignment problems you had? . . . . . (304)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
d. Was it conducted in an open and honest manner? . . . . . (305)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8
e. Was it a useful and beneficial meeting? . . . . . (306)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8

5. I cannot depend upon the detailing system to find a job that I want.  
(307)

Strongly Disagree				Neutral				Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Please indicate your degree of agreement with the below statements. Use the provided scale in answering the statements about the detailer who assigned you to your current command.

	1	2	3	4	5	6	7	8
	Strongly Disagree			Neutral			Strongly Agree	Not Assigned
a. I was favorably impressed with the way my detailer handled our interactions.. . . (308)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My detailer tended to have a closed mind, and thus I could not influence him/her. . . . (309)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My detailer made a sincere effort to meet my needs or to explain why he/she couldn't. (310)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The detailer located for me the best billet that he/she could, given the circumstances. . (311)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. If you were disappointed with the assignment you received, indicate your degree of agreement with the below statements. If you were not disappointed, please mark here → ☐ (312) and go on to the next page.

	1	2	3	4	5	6	7	8
	Strongly Disagree			Neutral			Strongly Agree	Not Assigned
a. My detailer conveyed the news of my new assignment in a callous fashion. . . . (313)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My detailer attempted to explain why the assignment was made. . . . . (314)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# E. DECISION PROCESS

1. How many more years do you plan to remain on active duty?

(330-331)

1 2 3 4 5 6 7 8 9 10  
11 12 13 14 15 16 17 18 19 20 21

2. Do you feel that the Navy wants you to continue your career as an active duty naval officer?

(332)

Definitely  
Not

Don't  
Know

Definitely  
Does

1 2 3 4 5 6 7

3. When you are (or "should be") completing your Officer Preference Card, do you have a good idea of available billets for which you would be fully competitive?

(333)

Definitely  
Do Not

Somewhat

Definitely  
Do

1 2 3 4 5 6 7

4. Do you feel the billets you have received reflected your experience and past performance?

(334)

Definitely  
Do Not

Somewhat

Definitely  
Do

1 2 3 4 5 6 7

5. What is your evaluation of the following aspects of a Navy career?

- a. Continuity of detailers. (335)
- b. Assignments received. (336)
- c. Change of assignments at 2-3 year intervals. (337)
- d. Possibility of change of geographic location with assignment changes. (338)
- e. Sea duty. (339)
- f. Shore duty. (340)
- g. Overseas assignments, accompanied. (341)
- h. Overseas assignments, unaccompanied. (342)
- i. Commissary and exchange benefits. (343)

	1	2	3	4	5	6	7
Negative							
				Neutral			

6. If you were to seek civilian employment, how prepared are you to do so?

(353)

Essentially  
Unprepared

Neither  
Prepared nor  
Unprepared

Essentially  
Prepared

1 2 3 4 5 6 7

7. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

	Civilian				Navy		
	Substantially Better	Much Better	Better	Comparable	Better	Much Better	Substantially Better
a. Interesting and challenging work . . . (373)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Ability to plan work . . . (374)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Work hours . . . (375)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Minimal work stress . . . (376)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Freedom from hassle . . . (377)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Own initiative . . . (378)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Pay and allowances . . . (379)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Health benefits/care . . . (380)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Job security . . . (381)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Family stability . . . (382)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Desirable place to live . . . (383)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Desirable co-workers . . . (384)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Recognition . . . (385)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Responsibility . . . (386)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Chance for spouse to develop own interests . . . (387)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Quality of superiors . . . (388)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Retirement program . . . (389)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Variety of assignments . . . (390)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Educational opportunities . . . (391)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Promotional opportunities . . . (392)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u. Social relationships . . . (393)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
v. Amount of crisis management . . . (394)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Indicate what your decision was, if one has been made, for the following career options.

I have decided to:		No	Undecided	Yes
a. Complete SWO PQS . . . (436)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Request Dept. Head School . . . (437)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Request PG School . . . (419)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Make the Navy a career . . . (420)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Seek a designator change from SWO . . . (422)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Complete EOOW Qual. . . (438)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Complete qualification for Command . . . (439)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Obtain a proven Subspecialty . . . (423)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Request Staff or War College . . . (425)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Remain geographically stable . . . (424)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Accept a Washington headqtrs staff assignment . . . (426)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Prepare for a career outside of the Navy . . . (428)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Remain in the Navy beyond eligible retirement date . . . (429)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Strive for Command at sea . . . (427)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Strive for CAPT. . . (430)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Strive for flag rank. . . (431)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Seek a designator change to Material Professional . . . (432)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## SEA ASSIGNMENTS

10. How important are each of the following in determining whether you will remain on active duty after you become eligible to retire after 20 years?

-11-  
R-11

11. Please indicate how **IMPORTANT** each of the following areas are to remaining in the Navy.

	1	2	3	4	5	6
	Not At All Important		Neutral		Extremely Important	Not Applicable
a. Number of cruise liberty ports . . . . . (592)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Quality of liberty ports . . . . . (593)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Command duties . . . . . (594)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Family separation. . . . . (595)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Retirement benefits . . . . . (596)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Geographical stability. . . . . (597)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Basic salary. . . . . (598)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Esprit de corps . . . . . (599)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Recognition for accomplishments . . . . . (600)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Status of the SWO community in the Navy . . . . . (608)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Now, please indicate how **SATISFIED** you are with the same areas.

	1	2	3	4	5	6
	Very Dissatisfied		Neutral		Very Satisfied	Not Applicable
a. Number of cruise liberty ports . . . . . (618)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Quality of liberty ports . . . . . (619)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Command duties . . . . . (620)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Family separation. . . . . (621)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Retirement benefits . . . . . (622)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Geographical stability. . . . . (623)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Basic salary. . . . . (624)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Esprit de corps . . . . . (625)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Recognition for accomplishments . . . . . (626)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Status of the SWO community in the Navy . . . . . (634)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. To what extent do you think about leaving the Navy prior to retirement? . . . . . (635)

14. Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy, within the next year? . . . . . (636)

15. If they had to do it over again, to what extent do you think most of your ex-Navy (now civilian) friends would choose to leave the Navy prior to their retirement? . . . . . (637)

To No Extent	To A Little Extent	To Some Extent	To A Considerable Extent	To A Very Great Extent
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. In general, how satisfied do you think your friends are who have left the Navy for a civilian career?

(640)

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

17. Looking at a SWO career, for approximately how many years from now do you have a relatively clear idea of what your career path (billets, promotions, etc.) will be?

(641-642)

- ☐ Less than 1 year  
☐ 1 to 4 years  
☐ 5 to 8 years  
☐ 9 to 12 years  
☐ 13 to 16 years  
☐ 17 to 20 years  
☐ More than 20 years

18. How attractive does the SWO career path appear to you?

(643)

Very Unattractive

Neutral

Very Attractive

- ☐ ☐ ☐ ☐ ☐ ☐

19. If notified in advance how would an overtour of up to six months be received by you?

(644)

Very Negatively

Neutral

Very Positively

Don't Know

- ☐ ☐ ☐ ☐ ☐ ☐

20. If you are resigning from the Navy, do you plan to join the naval reserve?

(647)

- ☐ No ☐ Uncertain ☐ Yes ☐ Not applicable

21. If you are planning to resign from the Navy (or have submitted your letter of resignation) do you have a civilian job waiting?

(650)

- ☐ No ☐ Uncertain ☐ Yes ☐ Not applicable

22. Which of the following best describes the type of job you will have in civilian life?

(654)

- ☐ Government  
☐ Education  
☐ Business  
☐ Professional  
☐ Other  
☐ Uncertain  
☐ Not applicable

## F. CAREER MANAGEMENT

1. On the scale below, check the statement which most applies to you.

(702)

- ☐ I am a surface warfare specialist.  
☐ I am primarily a surface warfare specialist and secondarily a Navy officer.  
☐ I am an equal balance of both.  
☐ I am primarily a Navy officer and secondarily a surface warfare specialist.  
☐ I am a Navy officer.  
☐ Other



**Using surface warfare as your community, please respond to the below items.**

2. My community has some programs to help me with my career which are different from other Navy communities such as aviation. . . . . (703)
3. My community has a higher rate of promotion for senior officers than the other Navy communities. . . . (717)
4. My community tries to take care of its own in regard to promotions. . . . . (704)
5. It is almost essential for me to be sponsored by someone senior if I want to advance in the Navy. . . . . (719)
6. Officers in communities other than mine get the billets which contribute most to their Navy careers. . . . (705)
7. My community uses an "old boy" (informal) network to keep tabs on officers for the best assignments. . . (713)
8. It is important to have someone available with whom I am comfortable and trust to discuss my career. . . (706)
9. My senior officers interact with me frequently. . . . . (707)
10. I use senior officers as role models when I make career decisions. . . . . (708)
11. I have been counseled on how the Navy's career system works for members of my community. . . . . (709)
12. I have been counseled about the "right" contacts to make to help further my Navy career. . . . . (754)
13. I have been counseled on the Navy's career opportunities outside of my community. . . . . (710)
14. I have been counseled on the "blind alleys" which might kill my Navy career. . . . . (714)
15. I have been counseled on the "tickets" which have to be punched so that I can reach my career goals in the Navy. . . . . (715)
16. I have had good counsel on the Navy's norms and values for officers. . . . . (711)
17. I have a close, personal relationship with a considerably more senior officer who serves as a mentor for my career. . . . . (716)
18. I have counseled a more junior officer in career-related matters. . . . . (755)
19. Officers need a special career counseling system for them. . . . . (712)
20. Visibility is very important at this stage in my Navy career. . . . . (718)
21. Increased emphasis on department head specialization will increase department readiness. . . . . (721)
22. The increasing demands being placed on officers are reaching undesirable proportions. . . . . (722)
23. More emphasis should be placed on developing the technical competence of division heads rather than department heads. . . . . (723)
24. Increased specialization will result in officers who are less prepared to deal with problems they will face as an XO/CO. . . . . (724)
25. Rotating division officers should help these officers become better department heads. . . . . (725)
26. Most officers are technically well prepared. It is the non-technical factors that differentiate the good from bad performer. . . . . (726)
27. No department head job is better than another in preparing an officer to be CO. . . . . (727)
28. Most department heads are technically well prepared; the problem for most officers is in the transition from technical expert (division officer) to manager (department head). . . . . (728)

[illegible]

29. Recent revisions in the SWO career path were introduced to increase an officers' technical competence and experience base, especially at the department head level. Which of the following best summarizes your opinion of these changes?

(761)

- ☐ The SWO career changes are a step in the right direction. We need more emphasis on specialization.
- ☐ The SWO career changes have produced the right balance between a specialist and generalist orientation.
- ☐ The SWO career changes represent a setback. SWOs should be generalists and not specialists.

30. Which of the following best reflects your opinion of how the new SWO career will impact on fleet performance/readiness?  
(762)

(762)

- ☐ Fleet readiness will be greatly improved.
- ☐ Fleet readiness will be somewhat improved.
- ☐ Fleet readiness will not be effected.
- ☐ Fleet readiness will be somewhat reduced.
- ☐ Fleet readiness will be greatly reduced.

31. In comparison with other communities, officers in my community make flap rank: (763)

Very Infrequently      At the same rate      Very Frequently

①    ②    ③    ④    ⑤    ⑥    ⑦

- 32. Rate the importance of each of the following, within your community, for making flag rank.**

	Of No importance	Of Little importance	Of Moderate importance	Of Consider- able importance	Of Utmost importance
a. High Specialization (764)	①	②	③	④	⑤
b. Generalist (not overspecialized) (765)	①	②	③	④	⑤
c. Superb performances (766)	①	②	③	④	⑤
d. Have right contacts (767)	①	②	③	④	⑤
e. Have punched the right tickets (768)	①	②	③	④	⑤

## G. CAREER AND MARITAL STATUS

Married officers are to complete Part A. Married and single officers are to complete Part B.

### PART A. MARRIED OFFICERS

Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.

	1	2	3	4	5	6	7	8
	Strongly Disagree			Neutral			Strongly Agree	NA
1. My spouse's career limits considerably the options available in my career decisions. . . . . (860)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. At the present time, my career is more important to me than my spouse's career. . . . . (861)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Family separation, because of deployment, makes my Navy career less attractive. . . . . (866)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Family separation, because of in-port working hours, is a problem. . . . . (867)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I feel that my detailee will make an honest effort to co-locate my spouse and me. . . . . (862)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I have cut back on my career involvement in order to meet the needs of my spouse and/or children. . . . . (863)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages. . . . . (864)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Better support services (e.g., spouse employment information about a new community, and/or help in planning and coping with transfer) should be provided for transferring couples. . . . . (865)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. How is your spouse primarily employed? (Choose best response) (875-876)

- ☐ Full-time homemaker
- ☐ Secretary/clerical
- ☐ Teacher
- ☐ Professional
- ☐ Engineer
- ☐ Business/finance
- ☐ Navy officer
- ☐ Navy enlisted
- ☐ Other military
- ☐ Other

10. How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example)?

(881)

I defer to  
spouse's wishes  
① ② ③

Equal  
Participation  
④ ⑤ ⑥

I decide  
alone  
⑦ ⑧

NA

11. How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc?

(882)

I defer to  
spouse's wishes  
① ② ③

Equal  
Participation  
④ ⑤ ⑥

I decide  
alone  
⑦ ⑧

NA

12. How do you think your spouse feels toward your Navy career?

(883)

① Completely opposed  
② Moderately opposed  
③ Neutral

④ Moderately supportive  
⑤ Completely supportive

13. Rate the below items with regard to the extent of their impact on your most recent PCS move.

- a. My spouse's employment . . . . . (884)  
b. Disruptions in children's schooling . . . . . (885)  
c. My out-of-pocket expenses . . . . . (886)  
d. Disruptions in social relations. . . . . (887)  
e. The moving process itself . . . . . (888)  
f. My unavailability to help the family (en route training, for example) . . . . . (889)  
g. Obtaining child care . . . . . (890)

To No Extent	To A Little Extent	To Some Extent	To A Considerable Extent	To A Very Great Extent
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○

## PART B. MARRIED AND SINGLE OFFICERS

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

1. Single officers work the same number of hours as married personnel. . . . . (891)  
2. Single officers are unable to obtain assignment to a desired geographic location, because all available billets have been filled in support of spouse co-location. . . . . (892)  
3. Marital status should be taken into consideration in the assignment process. . . . . (893)  
4. I believe there is a disparity in entitlements/allowances between married and single personnel. . . . . (894)  
5. There is too much concern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment. . . . . (895)  
6. The Navy treats its single personnel as fairly as it does its married personnel. . . . . (896)

1 Strongly Disagree	2	3	4 Uncertain	5	6	7 Strongly Agree
①	②	③	④	⑤	⑥	⑦
①	②	③	④	⑤	⑥	⑦
①	②	③	④	⑤	⑥	⑦
①	②	③	④	⑤	⑥	⑦
①	②	③	④	⑤	⑥	⑦
①	②	③	④	⑤	⑥	⑦

# H. EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT

Please indicate your level of agreement to the below items. In evaluating the first four items, consider ASW, CIC, etc. as technical schools and LMET, etc. as non-technical ones. Omit consideration of major professional schools such as NPGS or War College.

	1	2	3	4	5	6	7	8
	Strongly Disagree			Neutral			Strongly Agree	NA
1. Navy school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job (mark "8" if none completed). . . . (897)	①	②	③	④	⑤	⑥	⑦	⑧
2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a naval officer. . . . . (898)	①	②	③	④	⑤	⑥	⑦	⑧
3. I believe that non-technical schools improve my ability to do my job. . . . . (899)	①	②	③	④	⑤	⑥	⑦	⑧
4. Technical schools will increase my promotion opportunities much more than non-technical service schools. . . . . (900)	①	②	③	④	⑤	⑥	⑦	⑧
5. An officer must serve as the head of a major department before selection for assignment as an executive officer afloat. . . . . (912)	①	②	③	④	⑤	⑥	⑦	⑧
6. If an URL officer (116X) does not qualify within 24 months of shipboard duty, this may result in reassignment to shore duty and a designator change to 110X. . . . . (915)	①	②	③	④	⑤	⑥	⑦	⑧
7. My ship has a planned program for rotating junior officers through several departments during their first sea tour. (Mark "8" if on shore duty). . . . . (901)	①	②	③	④	⑤	⑥	⑦	⑧
8. I have been encouraged by many of my seniors (CO, XO, department head, etc.) to pursue a graduate education (908)	①	②	③	④	⑤	⑥	⑦	⑧
9. Obtaining a postgraduate degree will strengthen my chances for promotion. . . . . (902)	①	②	③	④	⑤	⑥	⑦	⑧
10. I would rather receive a postgraduate degree from a civilian institution than NPGS. . . . . (909)	①	②	③	④	⑤	⑥	⑦	⑧
11. If I leave my warfare specialty area for any reason, including attendance at NPGS, my Navy career will suffer. . . . . (903)	①	②	③	④	⑤	⑥	⑦	⑧
12. The development of a subspecialty is important for my Navy career. . . . . (904)	①	②	③	④	⑤	⑥	⑦	⑧
13. The development of a subspecialty is important for my career beyond the Navy. . . . . (905)	①	②	③	④	⑤	⑥	⑦	⑧
14. More emphasis should be placed on developing an officer's leadership abilities rather than general managerial skills. . . . . (910)	①	②	③	④	⑤	⑥	⑦	⑧
15. Attending one of the war colleges is important for my Navy career. . . . . (911)	①	②	③	④	⑤	⑥	⑦	⑧
16. High performing officers (O-5) are being encouraged by seniors to pursue the Material Professional career path. (906)	①	②	③	④	⑤	⑥	⑦	⑧
17. High performing officers (O-4) are being encouraged by seniors to pursue the Material Professional career path (907)	①	②	③	④	⑤	⑥	⑦	⑧
18. The assignment of an officer on sea duty as a division officer, may be a collateral duty. . . . . (916)	①	②	③	④	⑤	⑥	⑦	⑧

# I. CAREER ATTITUDES

1. **Career Intention:** The following item concerns the intensity of your desire to continue your career as a Navy officer at least until you are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Check the response which most closely represents your current level of commitment.

How certain are you that you will continue an active Navy career at least until you are eligible for retirement?

(934)

- ☐ 99.9-100% I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement.
- ☐ 90.0-99.8% I am almost certain I will continue my military career if possible.
- ☐ 75.0-89.9% I am confident that I will continue my Navy career until I can retire.
- ☐ 50.0-74.9% I probably will remain in the Navy until I am eligible for retirement.
- ☐ 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement.
- ☐ 10.0-24.9% I am confident that I will not continue my Navy career until I can retire.
- ☐ 0.2-9.9% I am almost certain that I will leave the Navy as soon as possible.
- ☐ 0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.

2. The more I think about it, the more I feel I made a bad move in entering my career. (935)
3. I am very satisfied with my occupation. (936)
4. I talk up the Navy to my friends as a great organization to work for. (937)
5. I am fortunate to be located where I am. (938)
6. I thoroughly enjoy my career. (939)
7. I thoroughly enjoy my field of work. (940)
8. I am proud to tell others that I am part of the Navy. (941)
9. I thoroughly enjoy my location. (942)
0. I take great pride in my career. (943)
1. I would feel happier with a different occupation. (944)
2. I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined. (945)
3. I am very satisfied with my present location. (946)
4. I feel very good about my career. (947)
5. I definitely feel that I am in the right field of work. (948)
6. For me this is the best of all possible organizations for which to work. (949)
7. I would be more satisfied in a different location. (950)
8. I definitely feel that I am in the wrong career. (951)
9. I am very sorry I chose my occupation. (952)
0. I take a positive attitude toward myself. (953)
1. I have a definite plan for my career. (954)
2. I have a strategy for achieving my career goals. (955)
3. On the whole, I am satisfied with myself. (956)
4. Compared to other areas of my life, my chosen career is not very important to me. (957)

	1	2	3	4	5	6	7
	Strongly Disagree			Neither Agree nor Disagree			Strongly Agree
(935)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(936)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(937)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(938)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(939)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(940)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(941)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(942)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(943)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(944)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(945)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(946)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(947)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(948)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(949)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(950)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(951)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(952)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(953)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(954)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(955)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(956)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(957)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# J. FITNESS REPORT

1. Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours, starting with your most recent FITREP. Include dates of fitness reports that are not available and write in the word "missing." Please circle your position on the Evaluation and Summary rankings. The first three lines are filled in as examples. Omit information which is not relevant or available. Since this is privileged information, you are not required to complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

DATE	Block (13)	Sea/Shore*	Evaluation and Summary (blocks 51 & 52)								Early Promotion		
							TYPICALLY EFFECTIVE		BOTTOM		(block 62) RECMD EARLY	(block 66) RANKING	(block 65) NUM RECM
			1%	5%	10%	30%	50%	50%	30% MARG UNSAT				
05/85	1	②	1	1		1				YES	2	of 2	
11/84	1	1	③		1				1	NO		of	
11/83	2	MISSING										of	
1187-1188	1189-1190	1191	1193-1195	1196-1198	1199-1201	1202-1204	1205-1207	1208-1210	1211-1213	1192	1214	1215-1217	of 1218-1220
1221-1222	1223-1224	1225	1227-1229	1230-1232	1233-1235	1236-1238	1239-1241	1242-1244	1245-1247	1226	1248	1249-1251	of 1252-1254
1255-1256	1257-1258	1259	1261-1263	1264-1266	1267-1269	1270-1272	1273-1275	1276-1278	1279-1281	1260	1282	1283-1285	of 1286-1288
1289-1290	1291-1292	1293	1295-1297	1298-1300	1301-1303	1304-1306	1307-1309	1310-1312	1313-1315	1294	1316	1317-1319	of 1320-1322
1323-1324	1325-1326	1327	1329-1331	1332-1334	1335-1337	1338-1340	1341-1343	1344-1346	1347-1349	1328	1350	1351-1353	of 1354-1356
1357-1358	1359-1360	1361	1363-1365	1366-1368	1369-1371	1372-1374	1375-1377	1378-1380	1381-1383	1362	1384	1385-1387	of 1388-1390
1391-1392	1393-1394	1395	1397-1399	1400-1402	1403-1405	1406-1408	1409-1411	1412-1414	1415-1417	1396	1418	1419-1421	of 1422-1424
1425-1426	1427-1428	1429	1431-1433	1434-1436	1437-1439	1440-1442	1443-1445	1446-1448	1449-1451	1430	1452	1453-1455	of 1456-1458
1459-1460	1461-1462	1463	1465-1467	1468-1470	1471-1473	1474-1476	1477-1479	1480-1482	1483-1485	1464	1486	1487-1489	of 1490-1492
1493-1494	1495-1496	1497	1499-1501	1502-1504	1505-1507	1508-1510	1511-1513	1514-1516	1517-1519	1498	1520	1521-1523	of 1524-1526
1527-1528	1529-1530	1531	1533-1535	1536-1538	1539-1541	1542-1544	1545-1547	1548-1550	1551-1553	1532	1554	1555-1557	of 1558-1560
1561-1562	1563-1564	1565	1567-1569	1570-1572	1573-1575	1576-1578	1579-1581	1582-1584	1585-1587	1566	1588	1589-1591	of 1592-1594
1595-1596	1597-1598	1599	1601-1603	1604-1606	1607-1609	1610-1612	1613-1615	1616-1618	1619-1621	1600	1622	1623-1625	of 1626-1628

\*1 = Sea 2 = Shore

**K. COMMENTS**

If you would like to comment on any aspect of your Navy career as it affects your desire to continue as a naval officer, please use this space. NOTE: Written comments may be used to support statistical summaries of data, but your comments will be used only if your anonymity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.

Rank: ☐ 0-1      ☐ 0-5  
☐ 0-2      ☐ 0-6  
☐ 0-3      ☐ 0-7  
☐ 0-4

Sex: ☐ Male  
☐ Female

NOTE: Would you like to receive feedback on the general findings of this questionnaire?

☐ YES      ☐ NO

If yes, please provide name and SSN.

Name: \_\_\_\_\_

SSN: \_\_\_\_\_

**APPENDIX S**  
**GENERAL URL OFFICER CAREER QUESTIONNAIRE**



# GENERAL URL OFFICER CAREER QUESTIONNAIRE



**NAVY PERSONNEL  
RESEARCH and DEVELOPMENT CENTER**  
San Diego, California 92152-6800



# OFFICER CAREER QUESTIONNAIRE

## MARKING INSTRUCTIONS

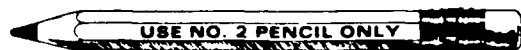


- Use a No. 2 black lead pencil only.
- Read each question carefully. Make a HEAVY BLACK MARK that FILLS THE CIRCLE representing your answer.
- Please do not make stray marks of any kind.

INCORRECT MARKS:



CORRECT MARK:



## PRIVACY ACT NOTICE

Under the authority of 5 USC 301, information regarding your background, attitudes, experiences, and future intentions in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not become part of your official record, nor will it be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

## A. BACKGROUND INFORMATION

### 1. Social Security No.:

(11-19)

Print your Social Security No. in the boxes provided. Then fill in the appropriate circle below each number.

0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9

### 2. Current designator:

(20-23)

1			
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

### 3. Grade:

(32)

- |                           |                           |
|---------------------------|---------------------------|
| <input type="radio"/> 0-1 | <input type="radio"/> 0-5 |
| <input type="radio"/> 0-2 | <input type="radio"/> 0-6 |
| <input type="radio"/> 0-3 | <input type="radio"/> 0-7 |
| <input type="radio"/> 0-4 |                           |

### 4. Sex:

(33)

- ☐ Male  
☐ Female

### 5. Family status:

(34)

- ☐ Single  
☐ Single parent  
☐ Married, without children  
☐ Married, with children  
☐ Separated/Divorced  
☐ Other

### 6. Date questionnaire completed:

(49)

- ☐ May 86  
☐ June 86  
☐ July 86  
☐ Aug 86  
☐ Sept 86  
☐ Oct 86

### 7. Did you enter the Navy via the NUPOC program?

(69)

- ☐ No  
☐ Yes - Instructor  
☐ Yes - Naval Reactors Engineer

## B. INFORMATION USE

1. In reference to your present assignment, evaluate each of the following 13 sources of information according to how much you use them, how accurate, honest, and available they are in providing you with career planning information and guidance, and how much influence each source exerts on your career decisions. Respond using the scale below.

① ————— ② ————— ③ ————— ④ ————— ⑤ ————— ⑥ ————— ⑦ ————— ⑧ —————  
 Very Low                      Moderate                      Very High                      Not Applicable

INFORMATION SOURCE	USE	ACCURACY	HONEST	AVAILABILITY	INFLUENCE
a. CO/ISIC . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (73)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (92)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (111)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (130)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (149)
b. XO . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (74)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (93)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (112)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (131)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (150)
c. Department Head . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (75)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (94)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (113)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (132)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (151)
d. Senior officers in my community . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (76)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (95)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (114)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (133)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (152)
e. Senior officers outside my community . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (77)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (96)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (115)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (134)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (153)
f. Peers . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (78)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (97)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (116)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (135)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (154)
g. Detailers . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (79)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (98)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (117)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (136)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (155)
h. "Perspective" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (80)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (99)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (118)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (137)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (156)
i. "URL Officer Career Planning Handbook" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (81)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (100)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (119)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (138)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (157)
j. "Commanding Officer's Addendum" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (82)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (101)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (120)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (139)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (158)
k. "Officer Billet Summary" . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (83)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (102)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (121)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (140)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (159)
l. Navy Times . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (84)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (103)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (122)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (141)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (160)
m. Public media . . . . .	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (85)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (104)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (123)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (142)	① ② ③ ④ ⑤ ⑥ ⑦ ⑧ (161)

## C. PRESENT ASSIGNMENT

1. How aware was your command that you would be reporting for duty?

(181)

- ☐ Not-at all      ☐ Partially      ☐ Fully

2. When did you detach from your last assignment?

(178)

- ☐ Less than 1 month ago.  
☐ 1 month, but less than 3 months ago.  
☐ 3 months, but less than 6 months ago.  
☐ 6 months, but less than 9 months ago.  
☐ 9 months, but less than 1 year ago.  
☐ 1 year or more ago.  
☐ No reassignment.

3. My PRD is:

(179)

- ☐ Less than 1 month from now.  
☐ 1 month, but less than 3 months from now.  
☐ 3 months, but less than 6 months from now.  
☐ 6 months, but less than 9 months from now.  
☐ 9 months, but less than 1 year from now.  
☐ 1 year or more from now.  
☐ Don't know.

4. What is your evaluation of the following aspects of your present job and related duties? Mark one response for each item.

	1	2	3	4	5	6	7
	Very Negative			Neutral			Very Positive
a. Challenge . . . . . (182)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
b. Separation from family/friends . . . . . (183)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
c. Use of skills & abilities . . . . . (184)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
d. Working environment . . . . . (185)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
e. Hours of work required . . . . . (186)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
f. Work pressure . . . . . (187)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
g. Interesting duties . . . . . (188)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
h. Ability to plan and schedule activities . . . . . (189)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
i. Adventure . . . . . (190)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
j. Sense of accomplishment . . . . . (191)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
k. Opportunity to grow professionally . . . . . (192)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
l. Doing something important . . . . . (193)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7

5. Overall, how do you evaluate this tour in terms of:

	Highly Unfavor- able	Unfavor- able	Neutral	Favorable	Highly Favorable	Not Applicable
a. The Command . . . . . (194)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Type duties . . . . . (195)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Peers . . . . . (198)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Superiors . . . . . (196)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Immediate subordinates . . . . . (197)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## D. ASSIGNMENT PROCESS

1. How many months prior to your PRD to your current assignment did you submit a new preference card? (253)

- ☐ 1 to 2 months      ☐ 9 to 10 months  
☐ 3 to 4 months      ☐ 11 to 12 months  
☐ 5 to 6 months      ☐ More than a year before PRD  
☐ 7 to 8 months      ☐ None submitted

2. When I completed my most recent preference card I: (254)

- ☐ Put down choices I personally wanted regardless of how they might affect my Navy career.  
☐ Put down primarily what I wanted but tempered them a little with what I thought would help my Navy career.  
☐ Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are alike.  
☐ Put down choices which I thought would help my Navy career but tempered with my personal desires.  
☐ Put down choices which I thought would help my Navy career even though they weren't personally desirable.  
☐ Did not complete one.

3. Assess the acceptability of your current assignment in comparison with what was expressed on your preference card:

	1	2	3	4	5	6	7	8
	Very Poor			Neutral			Very Good	Preference Card Not Sent
a. Location (255)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Type Billet (256)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Type Activity (257)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. During my most recent transfer, I was promised one type of duty or duty station location; however, it was changed in the orders I received before I transferred. (258)

- ☐ No      ☐ Yes      ☐ No previous reassignment

5. With respect to your most recent transfer, did your detailer inform you that orders were being forwarded, but they were not received in a timely fashion? (259)

- ☐ No      ☐ Yes      ☐ No previous reassignment

6. Have you submitted a new preference card during your current assignment? (260)

- ☐ No      ☐ Yes

7. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to items a through h)

1. Systematically throughout my tour      5. 3 to 6 months before my PRD  
 2. More than 14 months before my PRD      6. Within 3 months before my PRD  
 3. 11 to 14 months before my PRD      7. I didn't do this  
 4. 7 to 10 months before my PRD      8. Not applicable

- a. Contacting your detailer . . . . . ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7  
 b. Specifically seeking the advice of a senior officer. . . . . ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7  
 c. Specifically seeking the advice of a peer . . . . . ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7  
 d. Discussing possible assignments with my spouse/family . . . . . ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7  
 e. Considering choices of location. . . . . ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7  
 f. Considering choices of types of billets . . . . . ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7  
 g. Considering choices of types of duty . . . . . ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7  
 h. Contacting a placement officer. . . . . ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7

8. What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?

If you had no previous assignment or used no one to intervene on your behalf, please

- mark here → ☐ No previous assignment      and go to question (269) ☐ No one

- a. My CO/XO/ISIC. . . . . (270)  
 b. CO/ISIC of the billet I wanted (271)  
 c. A senior officer in my direct chain of command from my previous assignment. . . . . (272)  
 d. A senior officer from the command of my desired assignment. . . . . (273)  
 e. A senior officer from my command but not in the chain of command of either assignment. . . . . (274)  
 f. A senior officer from outside my community. . . . . (275)  
 g. Other . . . . . (276)

	Used Individual	Did Not Use Individual
a. My CO/XO/ISIC. . . . . (270)	<input type="radio"/>	<input type="radio"/>
b. CO/ISIC of the billet I wanted (271)	<input type="radio"/>	<input type="radio"/>
c. A senior officer in my direct chain of command from my previous assignment. . . . . (272)	<input type="radio"/>	<input type="radio"/>
d. A senior officer from the command of my desired assignment. . . . . (273)	<input type="radio"/>	<input type="radio"/>
e. A senior officer from my command but not in the chain of command of either assignment. . . . . (274)	<input type="radio"/>	<input type="radio"/>
f. A senior officer from outside my community. . . . . (275)	<input type="radio"/>	<input type="radio"/>
g. Other . . . . . (276)	<input type="radio"/>	<input type="radio"/>

9. Which one of the following statements best describes your experience in obtaining your current assignment?

(277)

- Ⓐ Haven't been through reassignment.
- Ⓑ Tended to run smoothly — my detailer located an acceptable billet relatively quickly.
- Ⓒ Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way.
- Ⓓ Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
- Ⓔ Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received.
- Ⓕ Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system.

10. How effective do you feel each of the following methods are for interacting with your detailer?

	Very Ineffective	Ineffective	So-So	Effective	Very Effective
a. Preference Card . . . . . (278)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Letter . . . . . (279)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Telephone . . . . . (280)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Personal visit . . . . . (281)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Detailer field trip . . . . . (282)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. If you have formed an opinion of your current detailer, evaluate your detailer in the following areas; if not, please evaluate your former detailer.

	1 Very Negative	2	3	4 Neutral	5	6	7 Very Positive	8 Don't Know
a. Knowledge of current policy trends. . . . (283)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Knowledge of which billets are available. (284)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Knowledge of requirements and duties of available billets. . . . . (285)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Knowledge of my career development needs (286)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Knowledge of my personal desires. . . . (287)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Returns telephone calls. . . . . (288)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Shares information. . . . . (289)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Knowledgeable of previous communications (290)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. What (s)he says can be trusted. . . . . (291)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Looks out for my best interests. . . . . (292)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Listens to my problems, desires, needs, etc (293)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Provides useful career counseling. . . . (294)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Responds to correspondence. . . . . (295)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Availability. . . . . (296)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Provides useful career counseling on "tickets to be punched". . . . . (297)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Provides useful career counseling on "right contacts" to make. . . . . (298)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Which detailer did you evaluate?

(299)

- ☐ Current detailer      ☐ Former detailer

13. How many times have you spoken to your current detailer?

(301)

- ☐ 0      ☐ 2      ☐ 4      ☐ 6  
☐ 1      ☐ 3      ☐ 5      ☐ 7 or more times

14. If you have attended a detailer field trip meeting in the last two years, to what extent

- a. Did it provide clarification of assignment policies and practices? . . . . . (302)  
b. Did it give you an appreciation of officer career paths and alternatives? . . . . . (303)  
c. Did it resolve some assignment problems you had? . . . . . (304)  
d. Was it conducted in an open and honest manner? . . . . . (305)  
e. Was it a useful and beneficial meeting? . . (306)

	1	2	3	4	5	6	7	8
	Very Little			Some			Very Great	Not Attended
a.	①	②	③	④	⑤	⑥	⑦	⑧
b.	①	②	③	④	⑤	⑥	⑦	⑧
c.	①	②	③	④	⑤	⑥	⑦	⑧
d.	①	②	③	④	⑤	⑥	⑦	⑧
e.	①	②	③	④	⑤	⑥	⑦	⑧

15. I cannot depend upon the detailing system to find a job that I want.

(307)

Strongly Disagree

①

②

③

Neutral

④

⑤

⑥

Strongly Agree

⑦

16. Please indicate your degree of agreement with the below statements. Use the provided scale in answering the statements about the detailer who assigned you to your current command.

- a. I was favorably impressed with the way my detailer handled our interactions.. . . . (308)  
b. My detailer tended to have a closed mind, and thus I could not influence him/her. . . . . (309)  
c. My detailer made a sincere effort to meet my needs or to explain why he/she couldn't. . (310)  
d. The detailer located for me the best billet that he/she could, given the circumstances. . (311)

	1	2	3	4	5	6	7	8
	Strongly Disagree			Neutral			Strongly Agree	Not Reassigned
a.	①	②	③	④	⑤	⑥	⑦	⑧
b.	①	②	③	④	⑤	⑥	⑦	⑧
c.	①	②	③	④	⑤	⑥	⑦	⑧
d.	①	②	③	④	⑤	⑥	⑦	⑧

17. If you were disappointed with the assignment you received, indicate your degree of agreement with the below statements. If you were not disappointed, please mark here → ☐ (312) and go on to Item 18.

- a. My detailer conveyed the news of my new assignment in a callous fashion. . . . . (313)  
b. My detailer attempted to explain why the assignment was made. . . . . (314)

	1	2	3	4	5	6	7	8
	Strongly Disagree			Neutral			Strongly Agree	Not Reassigned
a.	①	②	③	④	⑤	⑥	⑦	⑧
b.	①	②	③	④	⑤	⑥	⑦	⑧

18. What was the designator of the detailer who assigned you to your present command?

(315)

- ☐ 110X (General URL)  
☐ 111X (Surface warfare)

- ☐ Other  
☐ Don't know

19. The designator of my current detailer is:

(316)

- ☐ 110X (General URL)  
☐ 111X (Surface warfare)

- ☐ Other  
☐ Don't know

20. As a result of a 1984 policy change, General URLs are now detailing all 1100s (except CAPTs and CDRs who have been screened for command). Previously, SWOs handled this function, for the most part. Indicate your level of agreement with each of the following statements concerning this policy change.

	1	2	3	4	5	6	7
	Strongly Disagree			Neutral			Strongly Agree
a. The ambiguous nature of the General URL's career path was the primary problem involved in reassignment, not the fact that SWOs had been detailing our community.	①	②	③	④	⑤	⑥	⑦
(317)							
b. The new system means that General URLs have lost some of the parity they had gained with surface warfare specialists.	①	②	③	④	⑤	⑥	⑦
(318)							
c. The quality of the detailer is the important issue, not whether they are a SWO or a General URL officer.	①	②	③	④	⑤	⑥	⑦
(319)							
d. General URL detailers will be more knowledgeable about career enhancing billets than were their SWO predecessors.	①	②	③	④	⑤	⑥	⑦
(320)							
e. General URL detailers will have less power in the assignment process than their SWO predecessors.	①	②	③	④	⑤	⑥	⑦
(321)							
f. I will now be able to select from a wider range of billets than could officers under the old system.	①	②	③	④	⑤	⑥	⑦
(322)							
g. General URL detailers will be more knowledgeable about which billets are necessary for "ticket punching" than were their SWO predecessors.	①	②	③	④	⑤	⑥	⑦
(323)							
h. The new system means that General URLs are less likely than SWOs to obtain career enhancing billets.	①	②	③	④	⑤	⑥	⑦
(324)							
i. Surface warfare detailers who sit on selection boards will have less understanding of General URL career patterns than they did under the old system.	①	②	③	④	⑤	⑥	⑦
(325)							
j. General URL detailers will have more information about the dead ends that could kill a career than did their SWO predecessors.	①	②	③	④	⑤	⑥	⑦
(326)							
k. General URL detailers will be more informed than their SWO predecessors about viable career paths open to the General URL officer.	①	②	③	④	⑤	⑥	⑦
(327)							
l. The detailing system, for the most part, has been improved.	①	②	③	④	⑤	⑥	⑦
(328)							
m. The detailing system has become less responsive to the needs of the General URL officer.	①	②	③	④	⑤	⑥	⑦
(329)							



## E. DECISION PROCESS

1. How many more years from now do you plan to remain on active duty? (330-331)

☐ 1   ☐ 2   ☐ 3   ☐ 4   ☐ 5   ☐ 6   ☐ 7   ☐ 8   ☐ 9   ☐ 10  
☐ 11   ☐ 12   ☐ 13   ☐ 14   ☐ 15   ☐ 16   ☐ 17   ☐ 18   ☐ 19   ☐ 20   ☐ 21

2. Do you feel that the Navy wants you to continue your career as an active duty naval officer? (332)

Definitely Not                      Don't Know                      Definitely Does  
☐ 1   ☐ 2   ☐ 3   ☐ 4   ☐ 5   ☐ 6   ☐ 7

3. When you are (or "should be") completing your Officer Preference Card, do you have a good idea of available billets for which you would be fully competitive? (333)

Definitely Do Not                      Somewhat                      Definitely Do  
☐ 1   ☐ 2   ☐ 3   ☐ 4   ☐ 5   ☐ 6   ☐ 7

4. Do you feel the billets you have received reflected your experience and past performance? (334)

Definitely Do Not                      Somewhat                      Definitely Do  
☐ 1   ☐ 2   ☐ 3   ☐ 4   ☐ 5   ☐ 6   ☐ 7

5. What is your evaluation of the following aspects of a Navy career?

- a. Continuity of detailers . . . . . (335)
- b. Assignments received . . . . . (336)
- c. Change of assignments at 2-3 year intervals . . . . . (337)
- d. Possibility of change of geographic location with assignment changes . . . . . (338)
- e. Overseas assignments, accompanied . . . . . (341)
- f. Overseas assignments, unaccompanied . . . . . (342)
- g. Commissary and exchange benefits . . . . . (343)

1	2	3	4	5	6	7
Very Negative			Neutral			Ver Positive
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7
<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7

6. If you were to seek civilian employment, how prepared are you to do so? (353)

Essentially Unprepared                      Neither Prepared Nor Unprepared                      Essentially Prepared  
☐ 1   ☐ 2   ☐ 3   ☐ 4   ☐ 5   ☐ 6   ☐ 7

7. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

	Civilian				Navy		
	Substantially Better	Much Better	Better	Comparable	Better	Much Better	Substantially Better
a. Interesting and challenging work . . . . . (373)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Ability to plan work . . . . . (374)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Work hours . . . . . (375)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Minimal work stress . . . . . (376)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Freedom from hassle . . . . . (377)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Own initiative . . . . . (378)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Pay and allowances . . . . . (379)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Health benefits/care . . . . . (380)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Job security . . . . . (381)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Family stability . . . . . (382)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Desirable place to live . . . . . (383)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Desirable co-workers . . . . . (384)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Recognition . . . . . (385)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Responsibility . . . . . (386)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Chance for spouse to develop own interests . . . . . (387)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Quality of superiors . . . . . (388)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Retirement program . . . . . (389)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Variety of assignments . . . . . (390)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Educational opportunities . . . . . (391)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Promotional opportunities . . . . . (392)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u. Social relationships . . . . . (393)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
v. Amount of crisis management . . . . . (394)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicate what your decision was, if one has been made, for the following career options.

I have decided to:

	N	O	Y	E
a. Obtain a master's degree . . . . . (418)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Request PG School . . . . . (419)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Make the Navy a career . . . . . (420)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Obtain designation as a subspecialist . . . . . (423)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Remain geographically stable . . . . . (424)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Obtain a Proven Subspecialty . . . . . (423)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Request Staff or War College . . . . . (425)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Accept a Washington head-quarters staff position . . . . . (426)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Strive for Command . . . . . (427)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I have decided to:

	N	O	Y	E
j. Prepare for a career outside the Navy (428)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Remain in the Navy beyond eligible retirement date. . . . . (429)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Strive for CAPT . . . . . (430)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Strive for flag rank . . . . . (431)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Seek a designator change to Material Professional . . . . . (432)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Follow my spouse's career . . . . . (434)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Strive for XO assignment. . . . . (435)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Looking at recent changes in the General URL career path, which of the two options have you selected? (548)

- ☐ Specialist Track  
☐ General Track  
☐ Undecided  
☐ So senior that new path not relevant

10. How important are each of the below billets for success in the General Track. Use the following scale:

While the billets have been organized by rank, it is recognized that they could at times be placed under different ranks depending on the size of the activity involved.

8. Don't Know

7. Very Positive

6. Substantially Positive

5. Moderately Positive

4. Neutral

3. Moderately Negative

2. Substantially Negative

1. Very Negative

#### A. ENS

1. Watch Officer, COMSTA . . . . . (549)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Watch Officer, NAVFAC . . . . . (550)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Public Affairs Officer . . . . . (551)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Admin. Asst./Personnel. . . . . (552)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Naval Base Staff . . . . . (553)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Division Officer, Training Command (554)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### B. LTJG

1. Instructor, Nuclear Power School. (555)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Legal Officer, Training Command. (556)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Watch Officer, NAVFAC . . . . . (557)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. NAVMECDET Manpower Analyst . . . . . (558)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Port Services NAV BASE . . . . . (559)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Admin/Personnel Officer . . . . . (560)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Student Control Officer, Training Command (561)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Recruiter . . . . . (562)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### C. LT

1. Flag Aide . . . . . (563)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Washington Staff (NMPC, CRUITCOM) (564)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Communications Officer . . . . . (565)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. PG School Student . . . . . (566)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Division Officer, RTC . . . . . (567)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Major Fleet Staff (COMNAVSURFPAC) (568)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Enlisted Programs Officer, NRD . . . . . (569)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Dept Head, PSA . . . . . (570)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Don't Know

7. Very Positive

6. Substantially Positive

5. Moderately Positive

4. Neutral

3. Moderately Negative

2. Substantially Negative

1. Very Negative

#### D. LCDR

1. Joint Staff Assignments . . . . . (571)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. XO, PSA . . . . . (572)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Dept Head, Recruiting Area . . . . . (573)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. CO, Brig . . . . . (574)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. OIC of MEC as Dept Head Equivalent (575)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. XO, NRD . . . . . (576)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Instructor, USNA . . . . . (577)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### E. CDR

1. Washington Staff (NMPC, CRUITCOM) (578)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Major Fleet Staff (COMNAVSURFPAC) (579)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. XO, Training Command . . . . . (580)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Instructor, Service College . . . . . (581)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Special Asst, Civil Affairs. . . . . (582)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. XO, NAVSTA. . . . . (583)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. CO, COMSTA . . . . . (584)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. CO, NRD . . . . . (585)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### F. CAPT

1. CO, NAVMEC . . . . . (586)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Instructor, Service College . . . . . (587)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Major Fleet Staff (COMNAVSURFPAC) (588)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. CO, PSA . . . . . (589)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. CO, Training Command . . . . . (590)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Washington Staff (NMPC, CRUITCOM) (591)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. How important are the following in determining whether you will remain on active duty after you become eligible to retire?

- a. Opportunity for flag rank . . . . . (609)  
 b. Opportunity for major command . . . . . (610)  
 c. Desire to retire as O-6 . . . . . (611)  
 d. Opportunity for rewarding assignments . . . . . (612)  
 e. Enjoyment of naval service . . . . . (613)  
 f. Opportunities for civilian employment . . . . . (614)  
 g. Financial benefits . . . . . (615)

1 Not Important	2	3 Somewhat Important	4	5 Extremely Important	6 Not Applicable
①	②	③	④	⑤	⑥
①	②	③	④	⑤	⑥
①	②	③	④	⑤	⑥
①	②	③	④	⑤	⑥
①	②	③	④	⑤	⑥
①	②	③	④	⑤	⑥
①	②	③	④	⑤	⑥

12. To what extent do you think about leaving the Navy prior to retirement? . . . . . (635)  
 13. Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy within the next year? . . . . . (636)  
 14. If they had to do it over again, to what extent do you think most of your ex-Navy (now civilian) friends would choose to leave the Navy prior to their retirement? . . . . . (637)

To No Extent	To a Little Extent	To Some Extent	To a Considerable Extent	To a Very Great Extent
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○

15. Looking at a General URL Officer career, for approximately how many years from now do you have a relatively clear idea of what your career path (billets, promotions, etc.) will be? (641-642)

No. of years →

Please write in the correct number of years in the boxes provided. Then fill in the appropriate circle below each number.

○	○
○	○
○	○
	○
	○
	○
	○
	○
	○

16. At the appropriate point in your career, to what extent would you be interested in the Material Professional career path, which enables CDRs and CAPTs to concentrate exclusively on material acquisition, logistics, material support and maintenance? (659)

- Not at all                      ○ To a great extent  
 ○ To a small extent            ○ To a very great extent  
 ○ To some extent              ○ I am too senior

17. The impact of the Defense Officer Personnel Management Act (DOPMA) on my assignments will be:

(660)

Very Positive                      Neutral                      Very Negative      Don't Know  
 ①      ②      ③      ④      ⑤      ⑥      ⑦      ⑧

18. The impact of DOPMA on my promotions will be:

(661)

Very Positive                      Neutral                      Very Negative      Don't Know  
 ①      ②      ③      ④      ⑤      ⑥      ⑦      ⑧



24. The Navy will not be able to develop viable career paths for many of the subspecialties comprising the Specialty Track. . . . . (743)
25. The specification of two career tracks makes career progression less ambiguous than it was previously. . . . . (744)
26. The Specialist Track affords a good opportunity for geographical stability. . . (745)
27. Available information on subspecialties helps (helped) me to decide which subspecialty I should pursue to advance in my career. . . . . (746)
28. Available information on subspecialties provides (provided) me with a clear idea on how to obtain a subspecialty. . . . . (747)
29. The 1050 billets that are actually recoded to 1000 will help make the General URL community more competitive with the warfare communities when promotions are considered. . . . . (748)
30. A career path (or paths) for General URLs after CDR command is clear (to be answered by LCDRs through Capt). . . . . (749)
31. The Navy is anxious to retain General URL officers beyond 20 years of service (to be answered by CDRs and above). . . . . (750)
32. Detailers provide useful information on subspecialties. . . . . (751)
33. I use senior officers as role models when I make career decisions. . . . . (708)
34. I have been counseled on how the Navy's career system works for members of my community. . . . . (709)
35. I have been counseled on the Navy's career opportunities outside of my community. . . . . (710)
36. I have been counseled on the "tickets" which have to be punched so that I can reach my career goals in the Navy. . . . . (715)
37. I have been counseled on the "right" contacts to make to help further my Navy career. . . . . (754)
38. I have been counseled on the "blind alleys" which might kill my Navy career. . . (714)
39. I have a close, personal relationship with a considerably more senior officer who serves as a mentor for my career. . . . . (716)
40. I have counseled a more junior officer in career-related matters. . . . . (755)
41. I am actively involved in an informal support network within the 110X community. . . . . (752)
42. I am actively involved in a formal professional association or network. . . . (753)

	1	2	3	4	5	6	7
	Strongly Disagree			Uncertain			Strongly Agree
24.	①	②	③	④	⑤	⑥	⑦
25.	①	②	③	④	⑤	⑥	⑦
26.	①	②	③	④	⑤	⑥	⑦
27.	①	②	③	④	⑤	⑥	⑦
28.	①	②	③	④	⑤	⑥	⑦
29.	①	②	③	④	⑤	⑥	⑦
30.	①	②	③	④	⑤	⑥	⑦
31.	①	②	③	④	⑤	⑥	⑦
32.	①	②	③	④	⑤	⑥	⑦
33.	①	②	③	④	⑤	⑥	⑦
34.	①	②	③	④	⑤	⑥	⑦
35.	①	②	③	④	⑤	⑥	⑦
36.	①	②	③	④	⑤	⑥	⑦
37.	①	②	③	④	⑤	⑥	⑦
38.	①	②	③	④	⑤	⑥	⑦
39.	①	②	③	④	⑤	⑥	⑦
40.	①	②	③	④	⑤	⑥	⑦
41.	①	②	③	④	⑤	⑥	⑦
42.	①	②	③	④	⑤	⑥	⑦

## G. INFORMATION DISSEMINATION

Listed below are statements about the content of the November 1984 policies and others affecting General URLs. For each statement, please indicate whether you believe the item is True or False or are uncertain. The purpose of these items is to determine how well the Navy is disseminating information on its policies.

	True	False	Uncertain
1. It is possible for an individual to switch from both the General and Specialist Tracks to the Material Professional Track. . . . . (839)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Individuals in the General Track do not serve in subspecialty billets. . . . . (840)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Individuals in the Specialist Track are not considered for commanding officer slots. . . . . (841)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Only proven subspecialists are considered by a board for designation to the Specialist Track. . . . . (842)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Once an officer has been selected to be a proven subspecialist the Navy cannot rescind this decision. . . . . (843)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. An individual must serve in two subspecialty billets in the same area, such as Manpower, Personnel and Training (XX33), and be selected by a board, before they are designated as a subspecialist. . . . . (844)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I feel that I am knowledgeable about major policy changes that have taken place in the last two years that have affected the General URL community. . . . . (845)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. The change that has 110X officers detailing 1100s has been implemented on a trial basis. . . . . (846)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. The Navy has mandated that 75% of the shore LCDR CO and XO 1000 billets be reserved for General URLs, although the specific billets being reserved will not always be the same. . . . . (847)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. When a General URL ensign's initial assignment is such that he/she cannot gain subspecialty or division officer experience, he/she will, if possible, be split toured to gain such experience or be given a 2-year, instead of a 3-year, tour. . . . . (848)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. For each of the following career milestones, indicate its importance to success as a General URL officer. Use the following scale to rate the items.

1. Important to success in Specialist Track
2. Important to success in General Track
3. Important to success in both the Specialist and General Tracks
4. Unimportant to success in either
5. The Navy has not provided enough information for me to respond.

a. Obtaining a master's degree that confers a subspecialty code. . . . . (849)	①	②	③	④	⑤
b. Becoming a proven subspecialist. . . . . (850)	①	②	③	④	⑤
c. Screening for XO. . . . . (851)	①	②	③	④	⑤
d. Screening for CO. . . . . (852)	①	②	③	④	⑤
e. A tour of duty at Washington HQ STAFF. . . . . (853)	①	②	③	④	⑤
f. A tour of duty at a joint command. . . . . (854)	①	②	③	④	⑤
g. Serving division officer/department head tours. . . . . (855)	①	②	③	④	⑤
h. Attending Junior or Senior Service College. . . . . (856)	①	②	③	④	⑤
i. Screening for major command. . . . . (857)	①	②	③	④	⑤

12. Examine the following sources of information on the General and Specialist Career Tracks.

a. Select the one source that has provided you with the best information on these two tracks: (858)

- |   |  |
|---|--|
| <input type="radio"/> Perspective       | <input type="radio"/> Senior General URL officers                      |
| <input type="radio"/> Community manager | <input type="radio"/> Officer networks or associations                 |
| <input type="radio"/> Navy Times        | <input type="radio"/> Other  |
| <input type="radio"/> Detailers         | <input type="radio"/> None   |
| <input type="radio"/> Peers             | <input type="radio"/> I have not heard of the career tracks mentioned. |

b. Evaluate the source of information you have selected on the following scale. (859)

- |                      |                 |                   |                     |
|----------------------|-----------------|-------------------|---------------------|
| Extremely<br>Helpful | Very<br>Helpful | Mildly<br>Helpful | Slightly<br>Helpful |
| ①                    | ②               | ③                 | ④                   |

Please also answer 12b

## H. CAREER AND MARITAL STATUS

Married officers are to complete Part A. Married and single officers complete Part B.

### PART A. MARRIED OFFICERS

Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.

	1	2	3	4	5	6	7	8
	Strongly Disagree		Uncertain				Strongly Agree	Not Applicable
1. My spouse's career limits considerably the options available in my career decisions. . . . . (860)	①	②	③	④	⑤	⑥	⑦	⑧
2. At the present time, my career is more important to me than my spouse's career. . . . . (861)	①	②	③	④	⑤	⑥	⑦	⑧
3. I feel that my detainer will make an honest effort to co-locate my spouse and me. . . . . (862)	①	②	③	④	⑤	⑥	⑦	⑧
4. I have cut back on my career involvement in order to meet the needs of my spouse and/or children. . . . . (863)	①	②	③	④	⑤	⑥	⑦	⑧
5. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages. . . . . (864)	①	②	③	④	⑤	⑥	⑦	⑧
6. Better support services (e.g., spouse employment information in a new community, and/or help in planning and coping with a transfer) should be provided for transferring couples. . . . . (865)	①	②	③	④	⑤	⑥	⑦	⑧
7. A single female General URL has a greater opportunity to succeed in the Navy than does a married female General URL officer. . . . . (868)	①	②	③	④	⑤	⑥	⑦	⑧
8. My detainer conveys (or I expect that he/she will convey) the attitude that I am a valuable resource to the Navy. . . . . (869)	①	②	③	④	⑤	⑥	⑦	⑧

9. How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example)? (881)

I defer to spouse's wishes	Equal participation	I decide alone	Not Applicable
①      ②      ③      ④      ⑤      ⑥		⑦	⑧

10. How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc? (882)

I defer to spouse's wishes	Equal participation	I decide alone	Not Applicable
①      ②      ③      ④      ⑤      ⑥		⑦	⑧

11. How do you think your spouse feels toward your Navy career? (883)

① Completely opposed ② Moderately opposed ③ Neutral	④ Moderately supportive ⑤ Completely supportive
---	--

2. Rate the following items with regard to the extent of their impact on your most recent PCS move.

	To No Extent	To a Little Extent	To Some Extent	To a Considerable Extent	To a Very Great Extent
a. My spouse's employment . . . . . (884)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Disruptions in children's schooling . . . . . (885)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My out-of-pocket expenses . . . . . (886)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Disruptions in social relations . . . . . (887)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The moving process itself . . . . . (888)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My unavailability to help the family (en route training, for example) . . . . . (889)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Obtaining child care . . . . . (890)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. How is your spouse primarily employed? (Choose best response) (875-876)

- |  |   |
|--|---|
| <input type="radio"/> Navy officer     | <input type="radio"/> Teacher             |
| <input type="radio"/> Navy enlisted    | <input type="radio"/> Other professional  |
| <input type="radio"/> Other military   | <input type="radio"/> Full-time homemaker |
| <input type="radio"/> Engineer         | <input type="radio"/> Secretary/clerical  |
| <input type="radio"/> Business/finance | <input type="radio"/> Other               |

## PART B. MARRIED AND SINGLE OFFICERS

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

	1 Strongly Disagree	2	3	4 Uncertain	5	6	7 Strongly Agree
1. Single officers work the same number of hours as married personnel. . . . . (891).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Single officers are unable to obtain assignment to a desired geographic location, because all available billets have been filled in support of spouse co-location. . . . . (892).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Marital status should be taken into consideration in the assignment process. . . . . (893).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I believe there is a disparity in entitlements/allowances between married and single personnel. . . . . (894).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. There is too much concern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment. . . . . (895).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. The Navy treats its single personnel as fairly as it does its married personnel. . . . . (896).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



# I. EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT

Please indicate your level of agreement to the following items.

In evaluating the first four items, consider Intell. Analyst, Communications, etc., as technical schools and LMET, etc., as non-technical ones. Omit consideration of major professional schools such as NPGS or War College.

	1	2	3	4	5	6	7	8
	Strongly Disagree		Neutral			Strongly Agree		N/
1. Navy school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job (mark "8" if none completed). . . . . (897.)	①	②	③	④	⑤	⑥	⑦	⑧
2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a naval officer. . . . . (898.)	①	②	③	④	⑤	⑥	⑦	⑧
3. I believe that non-technical schools improve my ability to do my job. . . . . (899.)	①	②	③	④	⑤	⑥	⑦	⑧
4. Technical schools will increase my promotion opportunities much more than non-technical service schools. . . . . (900.)	①	②	③	④	⑤	⑥	⑦	⑧
5. Obtaining a postgraduate degree will strengthen my chances for promotion. . . . . (902.)	①	②	③	④	⑤	⑥	⑦	⑧
6. The development of a subspecialty is important for my <u>Navy</u> career. . . . . (904.)	①	②	③	④	⑤	⑥	⑦	⑧
7. The development of a subspecialty is important for my <u>career beyond</u> the Navy. . . . . (905.)	①	②	③	④	⑤	⑥	⑦	⑧
8. High performing officers (O-5) are being encouraged by seniors to pursue the Material Professional career path. . . . . (906.)	①	②	③	④	⑤	⑥	⑦	⑧
9. High Performing officers (O-4) are being encouraged by seniors to pursue the Material Professional career path. . . . . (907.)	①	②	③	④	⑤	⑥	⑦	⑧
10. I can predict with fair accuracy the subspecialties that will help me advance in my Navy career. . . . . (917.)	①	②	③	④	⑤	⑥	⑦	⑧
11. My primary subspecialty limits opportunity for future career enhancing assignments. . . . . (918.)	①	②	③	④	⑤	⑥	⑦	⑧
12. If I leave my subspecialty area for any length of time, my Navy career will suffer. . . . . (903.)	①	②	③	④	⑤	⑥	⑦	⑧
13. My decisions about postgraduate education in the Navy are/were driven by my desire to develop a basis for my second career after retirement. . . . . (919.)	①	②	③	④	⑤	⑥	⑦	⑧
14. I must obtain at least one tour FITREP as a department head before I can screen for XO. . . . . (912.)	①	②	③	④	⑤	⑥	⑦	⑧
15. My command has a planned program for rotating junior officers through several departments during their first tour. . . . . (901.)	①	②	③	④	⑤	⑥	⑦	⑧
16. It is important for General URL Officers to be evaluated in "leadership roles" early in their career. . . . . (920.)	①	②	③	④	⑤	⑥	⑦	⑧

17. Listed below are 12 subspecialty education/skill fields. Please indicate the extent to which you believe that each field contributes to an 110X officer's Navy career.

	6. Uncertain	5. To a Very Great Extent	4. To a Great Extent	3. To Some Extent	2. To a Small Extent	1. Not at all
a. Intelligence (Joint Intelligence, Naval Technical Intelligence) . . . . . (922.)	①	②	③	④	⑤	⑥
b. Pol-Mil/Strategic Planning (Europe, International Negotiation) . . . . . (923.)	①	②	③	④	⑤	⑥
c. Management (Financial, Transportation, Manpower/Personnel/Training Analysis) . . . . . (924.)	①	②	③	④	⑤	⑥
d. Applied Logic (Operations Logistics) . . . . . (925.)	①	②	③	④	⑤	⑥
e. Operations Systems Technology (ASW, C <sup>2</sup> ) . . . . . (926.)	①	②	③	④	⑤	⑥
f. Naval Systems Engineering (Nuclear Engineering, Electronic Engineering) . . . . . (927.)	①	②	③	④	⑤	⑥
g. Weapons Engineering (Chemistry, Nuclear Physics) . . . . . (928.)	①	②	③	④	⑤	⑥
h. Communications (Engineering, Systems Technology) . . . . . (929.)	①	②	③	④	⑤	⑥
i. Computer Technology (Science, Systems Technology) . . . . . (930.)	①	②	③	④	⑤	⑥
j. Operations Analysis (Quantitative Economics, Applied Math) . . . . . (931.)	①	②	③	④	⑤	⑥
k. Space Systems Operation (Operations, Engineering) . . . . . (932.)	①	②	③	④	⑤	⑥
l. Environmental Science (Geophysics, Oceanography, Meteorology) . . . . . (933.)	①	②	③	④	⑤	⑥

# CAREER ATTITUDES

1. **Career Intention:** The following item concerns the intensity of your desire to continue your career as a Navy officer at least until you are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Check the response which most closely represents your current level of commitment.

How certain are you that you will continue an active Navy career at least until you are eligible for retirement?  
(934)

- ☐ 99.9-100% I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement.
- ☐ 90.0-99.8% I am almost certain I will continue my military career if possible.
- ☐ 75.0-89.9% I am confident that I will continue my Navy career until I can retire.
- ☐ 50.0-74.9% I probably will remain in the Navy until I am eligible for retirement.
- ☐ 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement.
- ☐ 10.0-24.9% I am confident that I will not continue my Navy career until I can retire.
- ☐ 0.2-9.9% I am almost certain that I will leave the Navy as soon as possible.
- ☐ 0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.

	1	2	3	4	5	6	7
	Strongly Disagree			Neither Agree nor Disagree			Strongly Agree
2. The more I think about it, the more I feel I made a bad move in entering my career. (935)	①	②	③	④	⑤	⑥	⑦
3. I am very satisfied with my occupation. (936)	①	②	③	④	⑤	⑥	⑦
4. I talk up the Navy to my friends as a great organization to work for. (937)	①	②	③	④	⑤	⑥	⑦
5. I am fortunate to be located where I am. (938)	①	②	③	④	⑤	⑥	⑦
6. I thoroughly enjoy my career. (939)	①	②	③	④	⑤	⑥	⑦
7. I thoroughly enjoy my field of work. (940)	①	②	③	④	⑤	⑥	⑦
8. I am proud to tell others that I am part of the Navy. (941)	①	②	③	④	⑤	⑥	⑦
9. I thoroughly enjoy my location. (942)	①	②	③	④	⑤	⑥	⑦
10. I take great pride in my career. (943)	①	②	③	④	⑤	⑥	⑦
11. I would feel happier with a different occupation. (944)	①	②	③	④	⑤	⑥	⑦
12. I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined. (945)	①	②	③	④	⑤	⑥	⑦
13. I am very satisfied with my present location. (946)	①	②	③	④	⑤	⑥	⑦
14. I feel very good about my career. (947)	①	②	③	④	⑤	⑥	⑦
15. I definitely feel that I am in the right field of work. (948)	①	②	③	④	⑤	⑥	⑦
16. For me this is the best of all possible organizations for which to work. (949)	①	②	③	④	⑤	⑥	⑦
17. I would be more satisfied in a different location. (950)	①	②	③	④	⑤	⑥	⑦
18. I definitely feel that I am in the wrong career. (951)	①	②	③	④	⑤	⑥	⑦
19. I am very sorry I chose my occupation. (952)	①	②	③	④	⑤	⑥	⑦
20. I take a positive attitude toward myself. (953)	①	②	③	④	⑤	⑥	⑦
21. I have a definite plan for my career. (954)	①	②	③	④	⑤	⑥	⑦
22. I have a strategy for achieving my career goals. (955)	①	②	③	④	⑤	⑥	⑦
23. On the whole, I am satisfied with myself. (956)	①	②	③	④	⑤	⑥	⑦
24. Compared to other areas of my life, my chosen career is <u>not</u> very important to me. (957)	①	②	③	④	⑤	⑥	⑦

# K. FITNESS REPORT

1. Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours, starting with your most recent FITREP. Include dates of fitness reports that are not available and write in the word "missing." Please circle your position on the Evaluation and Summary rankings. The first three lines are filled in as examples. Omit information which is not relevant or available. Since this is privileged information, you are not required to complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

DATE	Block (13)	Operational*	Evaluation and Summary (blocks 51 & 52)								Early Promotion		
							TYPICALLY EFFECTIVE		BOTTOM		(block 62) RECMD EARLY	(block 66) RANKING	(block 65) NUM RECV
			1%	5%	10%	30%	50%	50%	30% MARG UNSAT				
05/85	1	②	/	/	/	/					YES	2	of 2
11/84	1	/	③		/			/			NO		of
11/83	2	MISSING											of
1187-1188	1189-1190	1191	1193-1195	1196-1198	1199-1201	1202-1204	1205-1207	1208-1210	1211-1213	1192	1214	1215-1217	of 1218-1220
1221-1222	1223-1224	1225	1227-1229	1230-1232	1233-1235	1236-1238	1239-1241	1242-1244	1245-1247	1226	1248	1249-1251	of 1252-1254
1255-1256	1257-1258	1259	1261-1263	1264-1266	1267-1269	1270-1272	1273-1275	1276-1278	1279-1281	1260	1282	1283-1285	of 1286-1288
1289-1290	1291-1292	1293	1295-1297	1298-1300	1301-1303	1304-1306	1307-1309	1310-1312	1313-1315	1294	1316	1317-1319	of 1320-1322
1323-1324	1325-1326	1327	1329-1331	1332-1334	1335-1337	1338-1340	1341-1343	1344-1346	1347-1349	1328	1350	1351-1353	of 1354-1356
1357-1358	1359-1360	1361	1363-1365	1366-1368	1369-1371	1372-1374	1375-1377	1378-1380	1381-1383	1362	1384	1385-1387	of 1388-1390
1391-1392	1393-1394	1395	1397-1399	1400-1402	1403-1405	1406-1408	1409-1411	1412-1414	1415-1417	1396	1418	1419-1421	of 1422-1424
1425-1426	1427-1428	1429	1431-1433	1434-1436	1437-1439	1440-1442	1443-1445	1446-1448	1449-1451	1430	1452	1453-1455	of 1456-1458
1459-1460	1461-1462	1463	1465-1467	1468-1470	1471-1473	1474-1476	1477-1479	1480-1482	1483-1485	1464	1486	1487-1489	of 1490-1492
1493-1494	1495-1496	1497	1499-1501	1502-1504	1505-1507	1508-1510	1511-1513	1514-1516	1517-1519	1498	1520	1521-1523	of 1524-1526
1527-1528	1529-1530	1531	1533-1535	1536-1538	1539-1541	1542-1544	1545-1547	1548-1550	1551-1553	1532	1554	1555-1557	of 1558-1560
1561-1562	1563-1564	1565	1567-1569	1570-1572	1573-1575	1576-1578	1579-1581	1582-1584	1585-1587	1566	1588	1589-1591	of 1592-1594
1595-1596	1597-1598	1599	1601-1603	1604-1606	1607-1609	1610-1612	1613-1615	1616-1618	1619-1621	1600	1622	1623-1625	of 1626-1628

\*1 = Operational 2 = Nonoperational

## COMMENTS

Please use this page if you would like to comment on any aspect of your career or the Navy, such as the policy of having 110X officers serve as detailers for your community instead of SWOS, the General and Specialist tracks, male General URL's, etc. NOTE: Written comments may be used to support statistical summaries of data, but your comments will only be used if your anonymity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.

Rank: ☐ 0-1  
☐ 0-2  
☐ 0-3  
☐ 0-4

☐ 0-5  
☐ 0-6  
☐ 0-7

Sex: ☐ Male  
☐ Female

NOTE: Would you like to receive feedback on the general findings of this questionnaire?

☐ YES ☐ NO

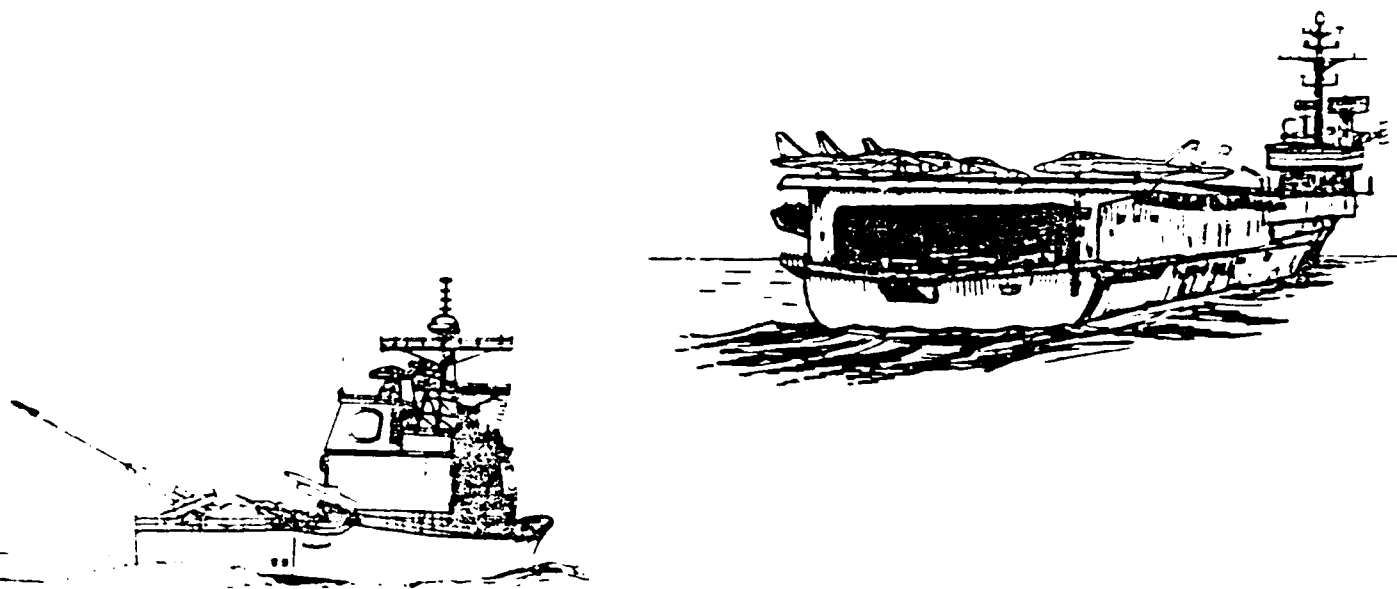
If yes, please provide name and SSN.

Name: \_\_\_\_\_

SSN: \_\_\_\_\_

**APPENDIX T**  
**WARFARE OFFICER RESIGNATION QUESTIONNAIRE**

# WARFARE OFFICER RESIGNATION QUESTIONNAIRE

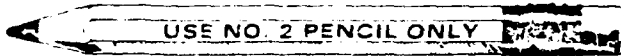


**NAVY PERSONNEL  
RESEARCH and DEVELOPMENT CENTER**  
San Diego, California 92152-6800



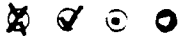
# WARFARE OFFICER RESIGNATION QUESTIONNAIRE

## MARKING INSTRUCTIONS



- Read each question carefully. Make a **HEAVY BLACK MARK** that **FILLS THE CIRCLE** representing your answer.
- Please do not make stray marks of any kind.

### INCORRECT MARKS



### CORRECT MARK



## PRIVACY ACT NOTICE

Under the authority of 5 USC 301, information regarding your background, attitudes and experiences in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not become part of your official record, nor will it affect you in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

## A. BACKGROUND INFORMATION

The following questions pertain to your status at the time you left the Navy as an active duty officer.

### 1. Social Security Number:

Print your Social Security No. in the boxes provided. Then fill in the appropriate circle below each number.

0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9

### 3. How many years were you an active duty officer?

- |                                   |                                    |
|-----------------------------------|------------------------------------|
| <input type="radio"/> Less than 5 | <input type="radio"/> 9            |
| <input type="radio"/> 5           | <input type="radio"/> 10           |
| <input type="radio"/> 6           | <input type="radio"/> 11-12        |
| <input type="radio"/> 7           | <input type="radio"/> 13-14        |
| <input type="radio"/> 8           | <input type="radio"/> More than 14 |

### 4. Marital status:

- |                                 |                                     |
|---------------------------------|-------------------------------------|
| <input type="radio"/> Married   | <input type="radio"/> Divorced      |
| <input type="radio"/> Widowed   | <input type="radio"/> Never Married |
| <input type="radio"/> Separated |                                     |

### 5. Number of children:

- |                         |                                 |
|-------------------------|---------------------------------|
| <input type="radio"/> 0 | <input type="radio"/> 3         |
| <input type="radio"/> 1 | <input type="radio"/> 4         |
| <input type="radio"/> 2 | <input type="radio"/> 5 or more |

### 6. Generally speaking, were your fitness reports in the:

- |                               |                                  |
|-------------------------------|----------------------------------|
| <input type="radio"/> Top 1%  | <input type="radio"/> Top 30%    |
| <input type="radio"/> Top 5%  | <input type="radio"/> Top 50%    |
| <input type="radio"/> Top 10% | <input type="radio"/> Bottom 50% |

### 2. Your rank:

- ☐ O-3  
☐ O-4  
☐ O-5

### Designator:

Enter your designator in the boxes provided and mark the appropriate circle in each column.

1	2	3	4
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3
0	1	2	3

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4. Thinking back to when you received your commission, approximately how long did you plan to be on active duty?

(646)

- ☐ Until my obligation was up.
- ☐ Probably no more than 10 years.
- ☐ Probably no more than 15 years.
- ☐ Probably no more than 20 years.
- ☐ More than 20 years.
- ☐ I really had no firm time period in mind.

5. When did you first decide to resign, as opposed to retire from active duty service?

(645)

- ☐ Before I got my warfare device (e.g., wings).
- ☐ During my first sea tour.
- ☐ During my first shore tour.
- ☐ During my second sea tour.
- ☐ During my second shore tour.
- ☐ After my second shore tour.

6. When you left active duty service, did you join the US Navy Reserves?

(648)

- ☐ Yes
- ☐ No
- ☐ No, but plan to join
- ☐ Not eligible

7. Are you still in the active reserves, if you joined up?

(649)

- ☐ Yes
- ☐ No
- ☐ Not applicable

8. Prior to submitting your letter of resignation, did you have a civilian job "in hand?"

(651)

- ☐ Yes
- ☐ No

9. When you left active duty service, to what degree did you have a new job lined up? (Please check all the appropriate responses.)

- ☐ I had no idea what I was going to do. (1629)
- ☐ I had sought out relevant information about jobs. (1630)
- ☐ I had decided the type of job and location I wanted. (1631)
- ☐ I had held initial interviews with prospective employers. (1632)
- ☐ I had held follow-up interviews with employers interested in me. (1633)
- ☐ A realistic job offer had been made to me. (1634)
- ☐ I had accepted a job offer. (1635)
- ☐ Not applicable—I knew that I would be self-employed. (1636)
- ☐ Not applicable—I had not looked for a job. (1637)

10. To what extent was your Navy experience and training useful in your civilian job(s)? That is, was there some continuity, or was it like starting your career all over again?

(655)

- | Not<br>at all | To a Little<br>Extent | To Some<br>Extent | To a Consider-<br>able Extent | To a Great<br>Extent |
|---------------|-----------------------|-------------------|-------------------------------|----------------------|
| ①             | ②                     | ③                 | ④                             | ⑤                    |

11. What job did you take, right after leaving active duty service?

12. What was your approximate income your first year out of active duty service?

(656)

- ☐ Less than \$20,000
- ☐ \$20,000 - \$27,500
- ☐ \$27,501 - \$35,000
- ☐ \$35,001 - \$42,500
- ☐ \$42,501 - \$50,000
- ☐ \$50,001 - \$57,500
- ☐ \$57,501 - \$65,000
- ☐ More than \$65,000

13. What is your current job?

(657)

14. What is your approximate current income?

- ☐ Less than \$20,000
- ☐ \$20,000 - \$27,500
- ☐ \$27,501 - \$35,000
- ☐ \$35,001 - \$42,500
- ☐ \$42,501 - \$50,000
- ☐ \$50,001 - \$57,500
- ☐ \$57,501 - \$65,000
- ☐ More than \$65,000

15. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus obtaining them in your civilian career.

	Civilian				Navy		
	Substantially Better	Much Better	Better	Comparable	Better	Much Better	Substantially Better
a. Interesting and challenging work . . . (373)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Work hours . . . . . (375)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Minimal work stress . . . . . (376)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Freedom from hassles . . . . . (377)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Pay and allowances . . . . . (379)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Health benefits/care . . . . . (380)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Job security . . . . . (381)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Family stability . . . . . (382)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Desirable place to live . . . . . (383)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Desirable co-workers . . . . . (384)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Responsibility . . . . . (386)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Chance for spouse to develop own interests (387)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Quality leadership . . . . . (388)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Freedom from crisis management . . (394)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. To what extent was your decision to leave the Navy based on the decision to leave by fellow Navy officer friends who left or were leaving? . . . . . (638)

Not at all	To a Little Extent	To Some Extent	To a Considerable Extent	To a Great Extent
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. To what extent do you think your decision to leave active duty influenced or will influence fellow Navy officers to leave the Navy? . . . . . (639)

Not at all	To a Little Extent	To Some Extent	To a Considerable Extent	To a Great Extent
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. Please describe the circumstances that finally led you to leave active duty service and what impact this decision has had on your life.

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## D. SOCIAL SUPPORT – Regarding the Turnover Decision

These items refer to how supportive those around you were to your decision to resign from active duty.

		Doesn't Apply	Not at all	A Little	Somewhat	Very Much
<b>1. How much did each of these people <u>accept your decision</u> to leave active duty?</b>						
a. Your CO	(1058)	○	○	○	○	○
b. Other officers you worked with (in general)	(1059)	○	○	○	○	○
c. Your spouse	(1060)	○	○	○	○	○
d. Friends and relatives	(1061)	○	○	○	○	○
e. Your detailer	(1062)	○	○	○	○	○
<b>2. How much did the following people think that leaving active duty was the <u>best decision for you</u>?</b>						
a. Your CO	(1063)	○	○	○	○	○
b. Other officers you worked with (in general)	(1064)	○	○	○	○	○
c. Your spouse	(1065)	○	○	○	○	○
d. Friends and relatives	(1066)	○	○	○	○	○
e. Your detailer	(1067)	○	○	○	○	○
<b>3. How much did each of these people go out of their way to make the transition to civilian life easier for you?</b>						
a. Your CO	(1068)	○	○	○	○	○
b. Other officers you worked with (in general)	(1069)	○	○	○	○	○
c. Your spouse	(1070)	○	○	○	○	○
d. Friends and relatives	(1071)	○	○	○	○	○
e. Your detailer	(1072)	○	○	○	○	○
<b>4. How much did these people make an effort to encourage you to reverse your decision to leave active duty?</b>						
a. Your CO	(1073)	○	○	○	○	○
b. Other officers you worked with (in general)	(1074)	○	○	○	○	○
c. Your spouse	(1075)	○	○	○	○	○
d. Friends and relatives	(1076)	○	○	○	○	○
e. Your detailer	(1077)	○	○	○	○	○
<b>5. How important was the support you received from each of the following people, while you were making the decision to submit your letter of resignation?</b>						
a. Your CO	(1078)	○	○	○	○	○
b. Other officers you worked with (in general)	(1079)	○	○	○	○	○
c. Your spouse	(1080)	○	○	○	○	○
d. Friends and relatives	(1081)	○	○	○	○	○
e. Your detailer	(1082)	○	○	○	○	○

## E. FAMILY AND CAREER

These items refer to the impact of your family on your Navy career.

1. Family separation, because of deployments, made my Navy career less attractive. ....
2. Family separation, because of work-ups and training, made my Navy career less attractive. ....
3. My career suffered due to the added responsibilities I had as a parent and/or spouse. ....
4. I had to cut back on my career involvement in order to meet the needs of my spouse and/or children. ....

Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. In general, how do you think your spouse felt toward your Navy career?

Completely  
Opposed  
①

Moderately  
Opposed  
②

Neutral  
③

Moderately  
Supportive  
④

Completely  
Supportive  
⑤

N/A  
⑥

6. At the time you left active duty, how was your spouse primarily employed?

☐ I was not married

- ☐ Full-time homemaker
- ☐ Secretary/clerical
- ☐ Teacher
- ☐ Nurse
- ☐ Sales
- ☐ Engineer

- ☐ Other professional
- ☐ Business/finance
- ☐ Navy officer
- ☐ Navy enlisted
- ☐ Other military, officer
- ☐ Other military, enlisted
- ☐ Other (please specify below)

## F. WARFARE SPECIALTY

### PART A. AVIATORS

The following items pertain only to ex-Navy aviators. Ex-surface warfare officers should complete Part B.

1. Which of the following best describes the warfare specialty (community) you were in for the majority of your career?

- |                           |                          |   |
|---------------------------|--------------------------|---|
| <input type="radio"/> VAL | <input type="radio"/> VF | <input type="radio"/> HM                        |
| <input type="radio"/> VAM | <input type="radio"/> VP | <input type="radio"/> HS                        |
| <input type="radio"/> VAQ | <input type="radio"/> VQ | <input type="radio"/> HSL                       |
| <input type="radio"/> VAW | <input type="radio"/> VS | <input type="radio"/> Other support (e.g., VRC) |
| <input type="radio"/> VC  | <input type="radio"/> HC | <input type="radio"/> Other                     |

2. While in the Navy, which statement most applied to you?

- ☐ I considered myself an aviator, first and foremost.
- ☐ I was primarily an aviator and secondarily a Navy officer.
- ☐ I was an equal balance of both.
- ☐ I was primarily a Navy officer and secondarily an aviator.
- ☐ I considered myself a Navy officer, first and foremost.

3. What is your evaluation of the following aspects of your previous Navy career?

	1	2	3	4	5
	Very Negative		Neutral		Very Positive
a. Amount of flying time . . . . . (351)	①	②	③	④	⑤
b. Quality of flying time . . . . . (352)	①	②	③	④	⑤

4. During your final year in the Navy, approximately how many hours a week did you fly? (58)

- ☐ Duty involved no flying
- ☐ Less than 5 hours
- ☐ 5-10 hours
- ☐ 11-15 hours
- ☐ 16-20 hours
- ☐ More than 20 hours

5. What was your principal source of information about civilian hiring opportunities? (653)

- ☐ Fellow Navy aviators
- ☐ Mass media
- ☐ Civilian aviators
- ☐ Civilian employment firms
- ☐ Civilian friends/family
- ☐ FAPA information
- ☐ Other (please specify) \_\_\_\_\_

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE

## PART B. SURFACE WARFARE OFFICERS

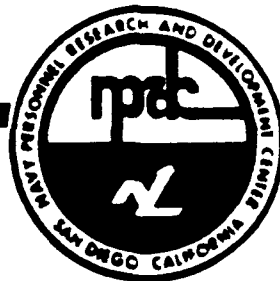
The following items pertain only to ex-surface warfare officers. Concerning your Navy career, please indicate your level of agreement with the following items.

	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree
1. More emphasis should have been placed on developing the technical competence of the division heads rather than the department heads. . . . . (723)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. It was the non-technical factors that differentiated the good from the bad performers. . . . . (726)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. As a division officer, technical competence was more important to my job performance than <u>general managerial skills</u> . . . . . (756)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. For department heads, <u>general managerial skills</u> were more important for good performance than <u>technical competence</u> . . . . . (757)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. The best XO's/CO's were officers who were generalists rather than specialists. . . . . (758)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE

**APPENDIX U**  
**GENERAL URL OFFICER RESIGNATION QUESTIONNAIRE**

# **GENERAL URL OFFICER RESIGNATION QUESTIONNAIRE**



**NAVY PERSONNEL  
RESEARCH and DEVELOPMENT CENTER**  
San Diego, California 92152-6800



## PRIVACY ACT

Under the authority of 5 USC 301, information regarding your background, attitudes and experiences in the Navy is requested to provide input to a series of studies on officer career processes and retention. THE INFORMATION PROVIDED BY YOU WILL NOT BECOME PART OF YOUR OFFICIAL RECORD, NOR WILL IT AFFECT YOU IN ANY WAY. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

### A. BACKGROUND INFORMATION:

The following questions pertain to your status at the time you left the Navy as an active duty officer.

1. Social Security Number \_\_\_\_\_  
(11 - 19)

2. Your rank \_\_\_\_\_  
(32)  
( ) 0-1 ( ) 0-2 ( ) 0-3 ( ) 0-4 ( ) 0-5

3. Designator: \_\_\_\_\_  
(20 - 23)

4. How many years were you an active duty officer?  
(70 - 71)  
a. ( ) Less than 5 f. ( ) 9  
b. ( ) 5 g. ( ) 10  
c. ( ) 6 h. ( ) 11-12  
d. ( ) 7 i. ( ) 13-14  
e. ( ) 8 j. ( ) More than 14

5. Marital status:  
(34)  
a. ( ) Married d. ( ) Divorced  
b. ( ) Widowed e. ( ) Never Married  
c. ( ) Separated

6. Number of children: (35)

a. ( ) 0 d. ( ) 3  
b. ( ) 1 e. ( ) 4  
c. ( ) 2 f. ( ) 5 or more

7. Generally speaking, were your fitness reports in the:  
(1186)

a. ( ) Top 1% d. ( ) Top 30%  
b. ( ) Top 5% e. ( ) Top 50%  
c. ( ) Top 10% f. ( ) Bottom 50%

8. Please list any sub-specialties you obtained while in the Navy.

a. \_\_\_\_\_

b. \_\_\_\_\_

c. \_\_\_\_\_

### B. GENERAL IMPRESSIONS REGARDING TURNOVER:

The following questions assess your general attitudes regarding your leaving active duty.

1. When I left active duty service, it felt like a big change:  
(1149)

Strongly Disagree    Disagree    Uncertain    Agree    Strongly Agree  
(1)                    (2)                    (3)                    (4)                    (5)

2. Taking everything into account, how satisfied are you with your decision to leave the Navy? (1150)

Very Dissatisfied    Dissatisfied    Neither Satisfied Nor Dissatisfied    Satisfied    Very Satisfied  
(1)                    (2)                    (3)                    (4)                    (5)



	Not at all Important	Somewhat Important	Considerably Important	Very Important	Of Utmost Importance
3. Of all of your experiences since high school, how important a role has your Navy career played? (1153)	( )	( )	( )	( )	( )
4. How important was resignation from the Navy to you at the time you resigned? (1154)	( )	( )	( )	( )	( )

### C. THE TURNOVER DECISION:

*This section contains questions associated with your decision to leave the Navy. In some places you will be asked to write in comments. Once again, what you write will be kept in the utmost confidence and the results will only be used to help better understand and manage the transition from the Navy to the outside world.*

1. What is your evaluation of the following aspects of your Navy career?

		Very Negative		Neutral		Very Positive
		1	2	3	4	5
a. Detailers	(335)	( )	( )	( )	( )	( )
b. Assignments received	(336)	( )	( )	( )	( )	( )
c. Change of assignments at 2-3 year intervals	(337)	( )	( )	( )	( )	( )
d. Changes of geographic location with assignment changes	(338)	( )	( )	( )	( )	( )
e. Commissary and Exchange benefits	(343)	( )	( )	( )	( )	( )
f. Medical benefits/care	(344)	( )	( )	( )	( )	( )
g. Amount of paperwork	(345)	( )	( )	( )	( )	( )
h. Crisis management	(347)	( )	( )	( )	( )	( )
i. Fellow Navy officers	(348)	( )	( )	( )	( )	( )
j. Leadership provided to you	(349)	( )	( )	( )	( )	( )
k. Work hours	(350)	( )	( )	( )	( )	( )

2. If you had to do it over again, would you leave the Navy prior to retirement? (356)

Definitely Would Not	Probably Would Not	Uncertain	Probably Would	Definitely Would
(1)	(2)	(3)	(4)	(5)

Why? \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

3. During the year before you left, do you feel the Navy made a strong effort to have you continue your career as an active duty officer? (357)

Definitely Did Not (1)	Probably Did Not (2)	Probably Did (3)	Definitely Did (4)
------------------------------	----------------------------	------------------------	--------------------------

4. Thinking back to when you received your commission, approximately how long did you plan to be on active duty? (646)

- a. ( ) Until my obligation was up.
- b. ( ) Probably no more than 10 years.
- c. ( ) Probably no more than 15 years.
- d. ( ) Probably no more than 20 years.
- e. ( ) More than 20 years.
- f. ( ) I really had no firm time period in mind.

5. When did you first decide to resign as opposed to retire from active duty service? (645)

- a. ( ) Before I got my commission.
- b. ( ) 1-2 years after I got my commission.
- c. ( ) 3-4 years after I got my commission.
- d. ( ) 5-6 years after I got my commission.
- e. ( ) 7-8 years after I got my commission.
- f. ( ) 9-10 years after I got my commission.
- g. ( ) More than 10 years after I got my commission.

6. When you left active duty service, did you join the US Navy Reserves? (648)

- a. ( ) Yes
- b. ( ) No
- c. ( ) No, but plan to join
- d. ( ) Not eligible

7. Are you still in the active reserves, if you joined up? (649)

- a. ( ) Yes
- b. ( ) No
- c. ( ) Not applicable

8. Prior to submitting your letter of resignation did you have a civilian job "in hand"? (651)

- a. ( ) Yes
- b. ( ) No

9. When you left active duty service to what degree did you have a new job lined up? (Please check all the appropriate responses).

- a. ( ) I had no idea what I was going to do. (1629)
- b. ( ) I had sought out relevant information about jobs. (1630)
- c. ( ) I had decided the type of job and location I wanted. (1631)
- d. ( ) I had held initial interviews with prospective employers. (1632)
- e. ( ) I had held follow-up interviews with employers interested in me. (1633)
- f. ( ) A realistic job offer had been made to me. (1634)
- g. ( ) I had accepted a job offer. (1635)
- h. ( ) Not applicable—I knew that I would be self-employed. (1636)
- i. ( ) Not applicable—I had not looked for a job. (1637)

10. To what extent was your Navy experience and training useful in your civilian job(s)? That is, was there some continuity or was it like starting your career all over again? (655)

Not at all (1)	To a Little Extent (2)	To Some Extent (3)	To a Consider- able Extent (4)	To a Great Extent (5)
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11. What job did you take, right after leaving active duty service?
- 

12. What was your approximate gross income your first year out of active duty service (including any bonuses)? (656)

- a. ( ) Less than \$20,000
- b. ( ) \$20,000-\$27,500
- c. ( ) \$27,501-\$35,000
- d. ( ) \$35,001-\$42,500
- e. ( ) \$42,501-\$50,000
- f. ( ) \$50,001-\$57,500
- g. ( ) \$57,501-\$65,000
- h. ( ) More than \$65,000

13. What is your current job?
-

14. What is your approximate current income?  
(657)

- a. ( ) Less than \$20,000
- b. ( ) \$20,000-\$27,500
- c. ( ) \$27,501-\$35,000
- d. ( ) \$35,001-\$42,500
- e. ( ) \$42,501-\$50,000
- f. ( ) \$50,001-\$57,500
- g. ( ) \$57,501-\$65,000
- h. ( ) More than \$65,000

15. What is your total combined family income?  
(658)

- a. ( ) Less than \$20,000
- b. ( ) \$20,000-\$30,000
- c. ( ) \$30,001-\$40,000
- d. ( ) \$40,001-\$50,000
- e. ( ) \$50,001-\$60,000
- f. ( ) \$60,001-\$70,000
- g. ( ) \$70,001-\$80,000
- h. ( ) More than \$80,000

16. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus obtaining them in your civilian career.

	CIVILIAN				NAVY		
	Substantially Better 1	Much Better 2	Better 3	Comparable 4	Better 5	Much Better 6	Substantially Better 7
a. Interesting and challenging work (373)	( )	( )	( )	( )	( )	( )	( )
b. Work hours (375)	( )	( )	( )	( )	( )	( )	( )
c. Minimal work stress (376)	( )	( )	( )	( )	( )	( )	( )
d. Freedom from hassles (377)	( )	( )	( )	( )	( )	( )	( )
e. Pay and allowances (379)	( )	( )	( )	( )	( )	( )	( )
f. Health benefits/care (380)	( )	( )	( )	( )	( )	( )	( )
g. Job security (381)	( )	( )	( )	( )	( )	( )	( )
h. Family stability (382)	( )	( )	( )	( )	( )	( )	( )
i. Desirable place to live (383)	( )	( )	( )	( )	( )	( )	( )
j. Desirable co-workers (384)	( )	( )	( )	( )	( )	( )	( )
k. Responsibility (386)	( )	( )	( )	( )	( )	( )	( )
l. Chance for spouse to develop own interests (387)	( )	( )	( )	( )	( )	( )	( )
m. Quality leadership (388)	( )	( )	( )	( )	( )	( )	( )
n. Freedom from crisis management (394)	( )	( )	( )	( )	( )	( )	( )

17. Please describe the circumstances that finally led you to leave active duty service and what impact this decision has had on your life.

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18. To what extent was your decision to leave the Navy based on the decision to leave by fellow Navy officer friends who left or were leaving?

(638)

Not at all    To a Little Extent    To Some Extent    To a Considerable Extent    To a Great Extent

(1)                      (2)                      (3)                      (4)                      (5)

19. To what extent do you think your decision to leave active duty influenced or will influence fellow Navy officers to leave the Navy?

(639)

Not at all    To a Little Extent    To Some Extent    To a Considerable Extent    To a Great Extent

(1)                      (2)                      (3)                      (4)                      (5)

20. Which one of the following statements best describes your experiences in obtaining assignments in the Navy?

(277)

- a. Never went through reassignment. ( )
- b. Tended to run smoothly--my detailer located an acceptable billet relatively quickly. ( )
- c. Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way. ( )
- d. Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment. ( )
- e. Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme efforts on my part did I ultimately receive a satisfactory or acceptable assignment. ( )
- f. Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system. ( )

## D. SOCIAL SUPPORT--Regarding the Turnover Decision:

*These items refer to how supportive those around you were to your decision to resign from active duty.*

		Doesn't Apply	Not at All	A Little	Somewhat	Very Much
1. How much did each of these people accept your decision to leave active duty?						
a. Your CO	(1058)	( )	( )	( )	( )	( )
b. Other officers you worked with (in general)	(1059)	( )	( )	( )	( )	( )
c. Your spouse	(1060)	( )	( )	( )	( )	( )
d. Friends and relatives	(1061)	( )	( )	( )	( )	( )
e. Your detailer	(1062)	( )	( )	( )	( )	( )
2. How much did the following people think that leaving active duty was the best decision for you?						
a. Your CO	(1063)	( )	( )	( )	( )	( )
b. Other officers you worked with (in general)	(1064)	( )	( )	( )	( )	( )
c. Your spouse	(1065)	( )	( )	( )	( )	( )
d. Friends and relatives	(1066)	( )	( )	( )	( )	( )
e. Your detailer	(1067)	( )	( )	( )	( )	( )
3. How much did each of these people go out of their way to make the transition to civilian life easier for you?						
a. Your CO	(1068)	( )	( )	( )	( )	( )
b. Other officers you worked with (in general)	(1069)	( )	( )	( )	( )	( )
c. Your spouse	(1070)	( )	( )	( )	( )	( )
d. Friends and relatives	(1071)	( )	( )	( )	( )	( )
e. Your detailer	(1072)	( )	( )	( )	( )	( )
4. How much did these people make an effort to encourage you to reverse your decision to leave active duty?						
a. Your CO	(1073)	( )	( )	( )	( )	( )
b. Other officers you worked with (in general)	(1074)	( )	( )	( )	( )	( )
c. Your spouse	(1075)	( )	( )	( )	( )	( )
d. Friends and relatives	(1076)	( )	( )	( )	( )	( )
e. Your detailer	(1077)	( )	( )	( )	( )	( )

5. How important was the support you received from each of the following people while you were making the decision to submit your letter of resignation?

	Doesn't Apply	Not at all Important	Somewhat Important	Considerably Important	Very Important	Of Utmost Importance
a. Your CO (1078)	( )	( )	( )	( )	( )	( )
b. Other officers you worked with (in general) (1079)	( )	( )	( )	( )	( )	( )
c. Your spouse (1080)	( )	( )	( )	( )	( )	( )
d. Friends and relatives (1081)	( )	( )	( )	( )	( )	( )
e. Your detailer (1082)	( )	( )	( )	( )	( )	( )

## E. FAMILY AND CAREER:

*These items refer to the impact of your family on your Navy career.*

	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	N/A
1. My spouse's career limited considerably the options available to me in my career decisions. (860)	( )	( )	( )	( )	( )	( )
2. My spouse's career was more important to me than my Navy career. (861)	( )	( )	( )	( )	( )	( )
3. Problems with colocation made my Navy career less attractive. (871)	( )	( )	( )	( )	( )	( )
4. I had to cut back on my career involvement in order to meet the needs of my spouse and/or children. (863)	( )	( )	( )	( )	( )	( )
5. My career suffered due to the added responsibilities I had as a parent and/or spouse. (870)	( )	( )	( )	( )	( )	( )
6. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages. (864)	( )	( )	( )	( )	( )	( )
7. Better support services (e.g. spouse employment in a new community and/or help in planning and coping with a transfer) should be provided for transferring couples. (865)	( )	( )	( )	( )	( )	( )
8. A single female General URL has a greater opportunity to succeed in the Navy than does a married female General URL. (868)	( )	( )	( )	( )	( )	( )

## F. GENERAL URL COMMUNITY:

	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree
1. As a General URL officer, I was frequently assigned to billets that career-oriented officers from other communities found unacceptable. (729)	( )	( )	( )	( )	( )
2. The billets for which General URL officers are eligible are some of the Navy's most important jobs. (734)	( )	( )	( )	( )	( )
3. The billets that I received were a good reflection of my past experience and performance. (334)	( )	( )	( )	( )	( )
4. General URL officers are held in high esteem by the rest of the Navy. (735)	( )	( )	( )	( )	( )
5. General URL officers have a very strong feeling of community. (736)	( )	( )	( )	( )	( )
6. A good career counseling system for General URLs probably would have prevented me from leaving the Navy. (759)	( )	( )	( )	( )	( )
7. When contemplating whether or not to leave the Navy, I was aware of the possibility of switching designators (e.g. to Restricted Line, Staff, or Surface Warfare). (760)	( )	( )	( )	( )	( )

## G. PLANNING AND ADJUSTMENTS:

1. In retrospect, how prepared were you for civilian employment after you left the Navy? If you felt you were relatively unprepared, what (if anything) could you have done to better prepare yourself?

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2. What were the three greatest adjustments you had to make after leaving the Navy?

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3. What are your career or job goals and plans at the present time?

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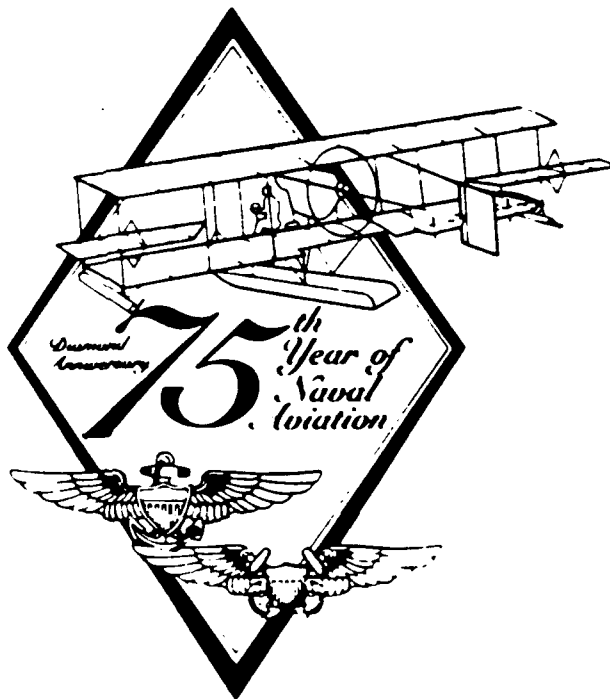
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**THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE**

**APPENDIX V**  
**AVIATION CAREERS IN TRANSITION QUESTIONNAIRE**



# AVIATION CAREERS IN TRANSITION



**NAVY PERSONNEL  
RESEARCH and DEVELOPMENT CENTER**  
San Diego, California 92152-6800



# MARKING INSTRUCTIONS

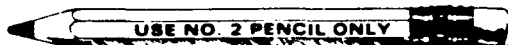


- Use a No. 2 pencil only.
- Read each question carefully. Make a **HEAVY BLACK MARK** that **FILLS THE CIRCLE** representing your answer.
- Please do not make stray marks of any kind.

## INCORRECT MARKS



## CORRECT MARKS



# PRIVACY ACT NOTICE

Under the authority of 5 USC 301, information regarding your background, attitudes, experiences, and future intentions in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not become part of your official record, nor will it be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

## A. BACKGROUND INFORMATION

### 1. Social Security No.:

(11-19)

Print your Social Security No. in the boxes provided. Then fill in the appropriate bubble below each number.

0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9

### 2. Current designator:

(20-23)

#### 2a. Aviator type:

- ☐ Pilot  
☐ NFO

1			
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

Did you answer question 2a?

### 3. Grade:

(32)

- ☐ 0-1    ☐ 0-2    ☐ 0-3    ☐ 0-4    ☐ 0-5    ☐ 0-6    ☐ 0-7

### 4. Sex:

(33)

- ☐ Male    ☐ Female

### 5. Family status:

(34)

- ☐ Single    ☐ Married, with children  
☐ Single parent    ☐ Separated/Divorced  
☐ Married, without children    ☐ Other

### 6. Date questionnaire completed:

(49)

- ☐ Aug 86    ☐ Nov 86  
☐ Sept 86    ☐ Dec 86  
☐ Oct 86

### 7. Year awarded wings:

(51-52)

- ☐ 86    ☐ 76-77  
☐ 84-85    ☐ 74-75  
☐ 82-83    ☐ 72-73  
☐ 80-81    ☐ Before 1972  
☐ 78-79    ☐ Not applicable

### 8. Which of the following best describes your warfare specialty community?

(53-54)

- ☐ VAL    ☐ VF    ☐ HM  
☐ VAM    ☐ VP    ☐ HS  
☐ VAW    ☐ VQ    ☐ HSL  
☐ VAQ    ☐ VS    ☐ Other support (e.g., VRC)  
☐ VC    ☐ HC    ☐ Other

### 9. How long have you been a member of the above warfare specialty community?

(55)

- ☐ Less than 1 year    ☐ 6-9 years  
☐ 1-2 years    ☐ 10-14 years  
☐ 3-5 years    ☐ 15 or more years

### 10. How many other specialty communities have you been a member of?

(56)

- ☐ None    ☐ 2    ☐ 4 or more  
☐ 1    ☐ 3

11. Which of the below Surface Warfare qualifications have you obtained?

(57)

- ☐ None ☐ Several but not SWO qualified  
☐ OOD (U) ☐ Am SWO qualified  
☐ One goal, not OOD (U)

12. Approximately how many hours a week do you fly?  
(58)

- ☐ Duty involves no flying ☐ 11-15 hours  
☐ Less than 5 hours ☐ 16-20 hours  
☐ 5-10 hours ☐ More than 20 hours

## B. CURRENT BILLET AND ASSIGNMENT

1. These questions deal with different aspects of work. Please indicate how often these aspects appear in your job.

- a. How often are you unsure about what your nonflying job responsibilities are? . . . . . (216)
- b. How often can you predict what others will expect of you on the job? . . . . . (217)
- c. How much of the time are your work objectives poorly defined? . . . . . (218)
- d. How often are you clear about what others expect of you on the job? . . . . . (219)

1 Rarely Or Never	2 Some- times	3 Fairly Often	4 Very Often
①	②	③	④
①	②	③	④
①	②	③	④
①	②	③	④

2. The following statements deal with different aspects of work. How strongly do you agree or disagree with each statement?

- a. On my job, I know exactly what is expected of me. . . . . (220)
- b. Rarely do I know what I have to do on my job. . . . . (221)
- c. On my job there are procedures for handling everything that comes up. . . . . (222)
- d. My job has rules and regulations concerning almost everything I might do or say. . . . . (223)
- e. My superior does not give me clear goals to achieve. . . . . (224)
- f. My superior makes it clear how I should do my work. . . . . (225)
- g. I don't know what performance standards are expected of me. . . . . (226)

1 Strongly Disagree	2 Dis- agree	3 Uncertain	4 Agree	5 Strongly Agree
①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤

3. Conflicts can occur in any job. How often do you face problems in your work like those listed below?

- a. Persons who have equal rank over you ask you to do things which conflict. . . . . (227)
- b. People who closely supervise your work give you things to do which conflict with one another. . . . . (228)
- c. Persons who do not have authority over you give you things to do which conflict with other work you have to do. . . . . (229)

1 Rarely Or Never	2 Some- times	3 Fairly Often	4 Very Often
①	②	③	④
①	②	③	④
①	②	③	④

4. Here are some items about how people may feel. When you think about your feelings during the past two weeks, how much of the time did you feel this way?

- a. I felt good. . . . . (230)
- b. I felt nervous. . . . . (231)
- c. I felt angry. . . . . (232)
- d. I felt sad. . . . . (233)
- e. I felt jittery. . . . . (234)
- f. I felt calm. . . . . (235)
- g. I felt aggravated. . . . . (236)
- h. I felt unhappy. . . . . (237)
- i. I felt irritated. . . . . (238)
- j. I felt depressed. . . . . (239)
- k. I felt fidgety. . . . . (240)
- l. I felt blue. . . . . (241)
- m. I felt cheerful. . . . . (242)
- n. I felt annoyed. . . . . (243)

	1 Never Or A Little Of The Time	2 Some Of The Time	3 A Good Part Of The Time	4 Most Of The Time
a. I felt good.	①	②	③	④
b. I felt nervous.	①	②	③	④
c. I felt angry.	①	②	③	④
d. I felt sad.	①	②	③	④
e. I felt jittery.	①	②	③	④
f. I felt calm.	①	②	③	④
g. I felt aggravated.	①	②	③	④
h. I felt unhappy.	①	②	③	④
i. I felt irritated.	①	②	③	④
j. I felt depressed.	①	②	③	④
k. I felt fidgety.	①	②	③	④
l. I felt blue.	①	②	③	④
m. I felt cheerful.	①	②	③	④
n. I felt annoyed.	①	②	③	④

5. How strongly do you agree or disagree with these statements about yourself?

- a. Sometimes I feel that I'm being pushed around in life. . . . . (244)
- b. I have little control over the things that happen to me. . . . . (245)
- c. I can do just about anything I really set my mind to. . . . . (246)
- d. What happens to me in the future mostly depends on me. . . . . (247)
- e. There is little I can do to change many of the important things in my life. . . . . (248)

	1 Strongly Disagree	2 Dis- agree	3 Uncertain	4 Agree	5 Strongly Agree
a. Sometimes I feel that I'm being pushed around in life.	①	②	③	④	⑤
b. I have little control over the things that happen to me.	①	②	③	④	⑤
c. I can do just about anything I really set my mind to.	①	②	③	④	⑤
d. What happens to me in the future mostly depends on me.	①	②	③	④	⑤
e. There is little I can do to change many of the important things in my life.	①	②	③	④	⑤

6. Overall, how would you describe your adjustment to the leadership role of a Navy officer? Would you say you understand and accept the responsibilities the position entails? (249)

- ☐ Very well adjusted
- ☐ Adjusted
- ☐ Somewhat adjusted
- ☐ Not well adjusted
- ☐ Don't know

7. Overall, how would you describe your adjustment to your present billet and assignment?

(250)

- ☐ Very well adjusted
- ☐ Adjusted
- ☐ Somewhat adjusted
- ☐ Not well adjusted
- ☐ Don't know

8. Most of us have in our minds an idea of an "Ideal" career and work situation for ourselves. Would you say that your current career in the Navy is:

(251)

- ☐ A very poor match with your ideal
- ☐ A poor match with your ideal
- ☐ Probably ok, but there are portions of it that are a poor match
- ☐ A good match with your ideal
- ☐ A very good match with your ideal
- ☐ Uncertain at this time

## C. COMMUNITY CAREER MANAGEMENT

1. How much say or influence do you think each of the following officers (A) presently have and (B) should have over the career policies and practices within your community?

	A. PRESENTLY HAVE					B. SHOULD HAVE				
	None	Little	Some	Quite A Bit	Very Much	None	Little	Some	Quite A Bit	Very Much
a. Yourself. . . . .	<input checked="" type="radio"/> 7730		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 7820		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Other officers you work with (in general) . . . . .	<input checked="" type="radio"/> 7740		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 7830		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your CO. . . . .	<input checked="" type="radio"/> 7750		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 7840		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Other COs in your wing. . . . .	<input checked="" type="radio"/> 7760		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 7850		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The wing commander. . . . .	<input checked="" type="radio"/> 7770		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 7860		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Detailers . . . . .	<input checked="" type="radio"/> 7780		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 7870		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Placement officers . . . . .	<input checked="" type="radio"/> 7790		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 7880		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The aviation community manager . . . . .	<input checked="" type="radio"/> 7800		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 7890		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. DCNO (Air Warfare). . . . .	<input checked="" type="radio"/> 7810		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 7900		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. How much say or influence do you think each of the following officers (A) presently have and (B) should have over the direction of your career path in the Navy?

	A. PRESENTLY HAVE					B. SHOULD HAVE				
	None	Little	Some	Quite A Bit	Very Much	None	Little	Some	Quite A Bit	Very Much
a. Yourself. . . . .	<input checked="" type="radio"/> 7910		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 8000		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Other officers you work with (in general) . . . . .	<input checked="" type="radio"/> 7920		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 8010		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your CO. . . . .	<input checked="" type="radio"/> 7930		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 8020		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Other COs in your wing. . . . .	<input checked="" type="radio"/> 7940		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 8030		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The wing commander. . . . .	<input checked="" type="radio"/> 7950		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 8040		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Detailers . . . . .	<input checked="" type="radio"/> 7960		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 8050		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Placement officers . . . . .	<input checked="" type="radio"/> 7970		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 8060		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The aviation community manager . . . . .	<input checked="" type="radio"/> 7980		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 8070		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. DCNO (Air Warfare). . . . .	<input checked="" type="radio"/> 7990		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> 8080		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Below are several statements that relate to the way career policy is implemented in your community (VP, VF, VAL, etc.). First indicate (A) the current extent that each statement is true for your community and then indicate (B) your preferred extent that each statement be true.

- a. Established career policies and practices make life difficult for the nonconformist in a squadron. . . . .
- b. It is clear as to which assignments will enhance an officer's career, although this information may not be explicitly stated in a manual somewhere. . . . .
- c. Officers instinctively know what billets are required in order to be promoted. . . . .
- d. There is a lot of flexibility available to officers to determine their own career path. . . . .
- e. An officer's Navy career is fairly well planned out for him. . . . .
- f. There are a lot of written rules and regulations that determine officer careers in my community. . . . .
- g. Very little information about which assignments will enhance an officer's career is explicitly stated in a manual somewhere. . . . .
- h. Written policy clearly states what assignments and billets are required in order to be promoted. . . . .
- i. Promotion is obtained by learning and following standard work procedures. . . . .
- j. Promotion is obtained by questioning well-established ways of doing things. . . . .
- k. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments. . . . .
- l. It's not so much "what you do" but "who you know" that gets one ahead in this community. . . . .

A. CURRENT EXTENT				B. PREFERRED EXTENT			
Not At All	A Little Extent	Some Extent	Considerable Extent	Not At All	A Little Extent	Some Extent	Considerable Extent
<input type="radio"/>	<input type="radio"/> (809)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (821)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/> (810)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (822)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/> (811)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (823)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/> (812)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (824)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/> (813)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (825)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/> (814)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (826)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/> (815)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (827)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/> (816)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (828)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/> (817)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (829)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/> (818)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (830)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/> (819)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (831)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/> (820)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> (832)	<input type="radio"/>	<input type="radio"/>

4. Within your community, how easy would it be to rotate officers of the same grade, so that each could do a good job performing the others' tasks — in non-operational assignments? (833)

- ☐ Very difficult. Most members would need extensive retraining.
- ☐ Quite difficult. Some members would need extensive retraining.
- ☐ Somewhat difficult. A few members would need retraining.
- ☐ Quite easy. Some members would need only minor retraining.
- ☐ Very easy. No members would need retraining.

5. Within your community, how easy would it be to rotate officers of the same grade, so that each could do a good job performing the others' tasks — in operational assignments? (834)

- ☐ Very difficult. Most members would need extensive retraining.
- ☐ Quite difficult. Some members would need extensive retraining.
- ☐ Somewhat difficult. A few members would need retraining.
- ☐ Quite easy. Some members would need only minor retraining.
- ☐ Very easy. No members would need retraining.

6. Officers of the same grade should be similarly trained, so that each could do a good job performing the others' tasks — in non-operational assignments. (835)

Strongly Disagree    Disagree    Uncertain    Agree    Strongly Agree

☐                      ☐                      ☐                      ☐                      ☐

7. Officers of the same grade should be similarly trained, so that each could do a good job performing the others' tasks — in operational assignments. (836)

Strongly Disagree    Disagree    Uncertain    Agree    Strongly Agree

☐                      ☐                      ☐                      ☐                      ☐

8. To what extent are there realistic alternatives to your current Navy career that you could take advantage of within the next six months? (837)

- ☐ To a very great extent
- ☐ To a considerable extent
- ☐ To some extent
- ☐ To a little extent
- ☐ Not at all

9. About how easy would it be for you to find a job outside the Navy with approximately the same income and fringe benefits you now have? (838)

- ☐ Very easy
- ☐ Somewhat easy
- ☐ Somewhat difficult
- ☐ Very difficult

## D. SUPPORT IN YOUR CAREER

These items refer to how supportive those around you are to your career in the Navy.

1. How much do each of these people go out of their way to do things to make your work life easier for you?

- a. Your immediate superior . . . . . (1018)
- b. Other officers you work with (in general). . . . . (1019)
- c. Your spouse. . . . . (1020)
- d. Friends and relatives . . . . . (1021)
- e. Your detailer . . . . . (1022)

2. How easy is it to talk with each of the following people about career issues?

- a. Your immediate superior . . . . . (1023)
- b. Other officers you work with (in general). . . . . (1024)
- c. Your spouse. . . . . (1025)
- d. Friends and relatives . . . . . (1026)
- e. Your detailer . . . . . (1027)

3. When things get tough at work, how helpful are these people?

- a. Your immediate superior . . . . . (1028)
- b. Other officers you work with (in general). . . . . (1029)
- c. Your spouse. . . . . (1030)
- d. Friends and relatives . . . . . (1031)
- e. Your detailer . . . . . (1032)

4. How much is each of the following people willing to listen to your personal problems?

- a. Your immediate superior . . . . . (1033)
- b. Other officers you work with (in general). . . . . (1034)
- c. Your spouse. . . . . (1035)
- d. Friends and relatives . . . . . (1036)
- e. Your detailer . . . . . (1037)

5. How important is it that you get support from each of the following people?

- a. Your immediate superior . . . . . (1038)
- b. Other officers you work with (in general). . . . . (1039)
- c. Your spouse. . . . . (1040)
- d. Friends and relatives . . . . . (1041)
- e. Your detailer . . . . . (1042)

	1 Doesn't Apply	2 Not At All	3 A Little	4 Somewhat	5 Very Much
a. Your immediate superior . . . . . (1018)	1	2	3	4	5
b. Other officers you work with (in general). . . . . (1019)	1	2	3	4	5
c. Your spouse. . . . . (1020)	1	2	3	4	5
d. Friends and relatives . . . . . (1021)	1	2	3	4	5
e. Your detailer . . . . . (1022)	1	2	3	4	5
a. Your immediate superior . . . . . (1023)	1	2	3	4	5
b. Other officers you work with (in general). . . . . (1024)	1	2	3	4	5
c. Your spouse. . . . . (1025)	1	2	3	4	5
d. Friends and relatives . . . . . (1026)	1	2	3	4	5
e. Your detailer . . . . . (1027)	1	2	3	4	5
a. Your immediate superior . . . . . (1028)	1	2	3	4	5
b. Other officers you work with (in general). . . . . (1029)	1	2	3	4	5
c. Your spouse. . . . . (1030)	1	2	3	4	5
d. Friends and relatives . . . . . (1031)	1	2	3	4	5
e. Your detailer . . . . . (1032)	1	2	3	4	5
a. Your immediate superior . . . . . (1033)	1	2	3	4	5
b. Other officers you work with (in general). . . . . (1034)	1	2	3	4	5
c. Your spouse. . . . . (1035)	1	2	3	4	5
d. Friends and relatives . . . . . (1036)	1	2	3	4	5
e. Your detailer . . . . . (1037)	1	2	3	4	5

	1 Not At All Important	2 Somewhat Important	3 Considerably Important	4 Very Important	5 Of Utmost Importance
a. Your immediate superior . . . . . (1038)	1	2	3	4	5
b. Other officers you work with (in general). . . . . (1039)	1	2	3	4	5
c. Your spouse. . . . . (1040)	1	2	3	4	5
d. Friends and relatives . . . . . (1041)	1	2	3	4	5
e. Your detailer . . . . . (1042)	1	2	3	4	5

## E. MARRIAGE AND YOUR CAREER

Married officers complete this section. Single officers please skip this section and go to **Section F.** on page 9.

**1. How many years have you been married to your current spouse?**

(877)

- ☐ Less than 1 year      ☐ 6-10 years  
☐ 1-2 years      ☐ 11-15 years  
☐ 3-5 years      ☐ More than 15 years

**2. All in all, how satisfied would you say you are with your marriage?**

(879)

- Not at all    Not too    Somewhat    Very    Extremely  
Satisfied    Satisfied    Satisfied    Satisfied    Satisfied  
☐      ☐      ☐      ☐      ☐

**3. How do you think your spouse feels toward your Navy career?**

(883)

- ☐ Completely opposed      ☐ Moderately supportive  
☐ Moderately opposed      ☐ Completely supportive  
☐ Neutral

**4. How is your spouse primarily employed? (Choose best response)**

(875-876)

- ☐ Full-time homemaker      ☐ Other professional  
☐ Secretary/Clerical      ☐ Navy officer  
☐ Retail sales      ☐ Navy enlisted  
☐ Teacher      ☐ Other military, officer  
☐ Nurse      ☐ Other military, enlisted  
☐ Engineer      ☐ Other

**5. Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.**

- a. My spouse's career limits considerably the options available in my career decisions. . . . . (860)
- b. At the present time, my career is more important to me than my spouse's career. . . . . (861)
- c. Family separation, because of deployment, makes my Navy career less attractive to my spouse. . . . . (872)
- d. Family separation, because of deployment, makes my Navy career less attractive to myself. . . . . (873)
- e. Family separation, because of in-port working hours, is a problem. . . . . (867)
- f. I feel that my detailer will make an honest effort to locate me in an area where my spouse can realistically relocate. . . . (862)
- g. I have cut back on my career involvement in order to meet the needs of my spouse and/or children. . . . . (863)
- h. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages. (864)
- i. Better support services (e.g., spouse employment information or help in coping with relocation) should be provided for transferring couples. . . . . (865)

	1	2	3	4	5	6
	Strongly Disagree	Dis-agree	Uncertain	Agree	Strongly Agree	NA
a.	①	②	③	④	⑤	⑥
b.	①	②	③	④	⑤	⑥
c.	①	②	③	④	⑤	⑥
d.	①	②	③	④	⑤	⑥
e.	①	②	③	④	⑤	⑥
f.	①	②	③	④	⑤	⑥
g.	①	②	③	④	⑤	⑥
h.	①	②	③	④	⑤	⑥
i.	①	②	③	④	⑤	⑥



## F. RATING CAREER EVENTS

1. Please rate the magnitude of the following career events. Strive to give your opinion of the degree of personal change required by the "average" officer within your community to successfully adjust after the event.

	1 Little Or No Change	2	3 A Moderate Amount Of Change	4	5 A Great Deal Of Change	6 Don't Know
a. Entering flight training . . . . . (1083)	①	②	③	④	⑤	⑥
b. Obtaining your wings . . . . . (1084)	①	②	③	④	⑤	⑥
c. Entering first operational squadron . . . . . (1085)	①	②	③	④	⑤	⑥
d. Leaving on first deployment . . . . . (1086)	①	②	③	④	⑤	⑥
e. Entering first shore assignment . . . . . (1087)	①	②	③	④	⑤	⑥
f. Approaching end of obligation – the continuation decision (1088)	①	②	③	④	⑤	⑥
g. Voluntarily resigning from active duty . . . . . (1089)	①	②	③	④	⑤	⑥
h. Entering a ship's company tour (disassociated) . . . . . (1090)	①	②	③	④	⑤	⑥
i. Entering second operational squadron . . . . . (1091)	①	②	③	④	⑤	⑥
j. Entering a full-time education program (War College, NPGS, etc.) . . . . . (1092)	①	②	③	④	⑤	⑥
k. Screening for department head (VP community only) . . . . . (1093)	①	②	③	④	⑤	⑥
l. Screening for Test Pilot school (omit if not applicable) . . . . . (1094)	①	②	③	④	⑤	⑥
m. Becoming department head . . . . . (1095)	①	②	③	④	⑤	⑥
n. Screening for a proven subspecialty . . . . . (1096)	①	②	③	④	⑤	⑥
o. Screening for command . . . . . (1097)	①	②	③	④	⑤	⑥
p. Failing to be selected for command . . . . . (1098)	①	②	③	④	⑤	⑥
q. Becoming squadron XO . . . . . (1099)	①	②	③	④	⑤	⑥
r. Becoming squadron CO . . . . . (1100)	①	②	③	④	⑤	⑥
s. Leaving CO tour . . . . . (1101)	①	②	③	④	⑤	⑥
t. Coming upon 20 years – the retirement decision . . . . . (1102)	①	②	③	④	⑤	⑥
u. Deciding to <u>retire or not to retire</u> as soon as eligible. . . . . (1103)	①	②	③	④	⑤	⑥
v. Being selected for O-6 . . . . . (1104)	①	②	③	④	⑤	⑥
w. Being selected for flag rank . . . . . (1105)	①	②	③	④	⑤	⑥
x. Retiring from active duty . . . . . (1106)	①	②	③	④	⑤	⑥

2. Now, please rate the desirability of these same events. That is, provide your impression of how desirable each of these potential events are to you, regardless of the effect they possibly may have on advancement in your Navy career.

	1 Not At All Desirable	2	3 Moderately Desirable	4	5 Extremely Desirable	6 Don't Know
a. Entering flight training . . . . . (1107)	①	②	③	④	⑤	⑥
b. Obtaining your wings . . . . . (1108)	①	②	③	④	⑤	⑥
c. Entering first operational squadron . . . . . (1109)	①	②	③	④	⑤	⑥
d. Leaving on first deployment . . . . . (1110)	①	②	③	④	⑤	⑥
e. Entering first shore assignment . . . . . (1111)	①	②	③	④	⑤	⑥
f. Approaching end of obligation—the continuation decision (1112)	①	②	③	④	⑤	⑥
g. Voluntarily resigning from active duty . . . . . (1113)	①	②	③	④	⑤	⑥
h. Entering a ship's company tour (disassociated) . . . . . (1114)	①	②	③	④	⑤	⑥
i. Entering second operational squadron . . . . . (1115)	①	②	③	④	⑤	⑥
j. Entering a full-time education program (War College, NPGS, etc.) (1116)	①	②	③	④	⑤	⑥
k. Screening for department head (VP community only) . . (1117)	①	②	③	④	⑤	⑥
l. Screening for Test Pilot school (omit if not applicable) . (1118)	①	②	③	④	⑤	⑥
m. Becoming department head . . . . . (1119)	①	②	③	④	⑤	⑥
n. Screening for a proven subspecialty . . . . . (1120)	①	②	③	④	⑤	⑥
o. Screening for command . . . . . (1121)	①	②	③	④	⑤	⑥
p. Failing to be selected for command . . . . . (1122)	①	②	③	④	⑤	⑥
q. Becoming squadron XO . . . . . (1123)	①	②	③	④	⑤	⑥
r. Becoming squadron CO . . . . . (1124)	①	②	③	④	⑤	⑥
s. Leaving CO tour . . . . . (1125)	①	②	③	④	⑤	⑥
t. Coming upon 20 years—the retirement decision . . . . . (1126)	①	②	③	④	⑤	⑥
u. Deciding to <u>retire or not to retire</u> as soon as eligible . . (1127)	①	②	③	④	⑤	⑥
v. Being selected for O-6 . . . . . (1128)	①	②	③	④	⑤	⑥
w. Being selected for flag rank . . . . . (1129)	①	②	③	④	⑤	⑥
x. Retiring from active duty . . . . . (1130)	①	②	③	④	⑤	⑥

3. This question relates to the single career event of Question 2 which you are closest to in your career.

a. Which one career event have you recently gone through or are about to go through? Mark the letter associated with the event in Question 2. (1131-1132)

a b c d e f g h i j k l m n o p q r s t u v w x

b. Where are you in the process of this event?  
(1133)

- ☐ I have recently gone through this event.  
☐ I am about to go through this event.

c. What was/is the approximate month and year of the event?

(1136-1137)

MONTH (1134-1135)

YEAR

- ☐ JAN ☐ APR ☐ JUL ☐ OCT  
☐ FEB ☐ MAY ☐ AUG ☐ NOV  
☐ MAR ☐ JUN ☐ SEP ☐ DEC

- ☐ 1981 ☐ 1984 ☐ 1987 ☐ 1990  
☐ 1982 ☐ 1985 ☐ 1988 ☐ 1991  
☐ 1983 ☐ 1986 ☐ 1989 ☐ 1992

d. Does this event involve a relocation (PCS)?  
(1138)

- ☐ Yes  
☐ No  
☐ Uncertain

## G. ADJUSTING TO CAREER EVENTS

The questions in this section all pertain to the career event you most recently completed or the one you are about to go through. This should be the same event you marked in question 3a of the previous Section, just above.

1. How eager or reluctant were/are you to go through this event?  
(1014)

- ① Very reluctant to go through the change  
② Somewhat reluctant to go through the change  
③ Indifferent toward the change  
④ Somewhat eager to go through the change  
⑤ Very eager to go through the change

2. For you, was/is this a change for the better or for the worse?  
(1139)

- Definitely for the better ①  
Probably for the better ②  
Probably for the worse ③  
Definitely for the worse ④

3. How much control did/do you feel that you had/will have on all the different aspects of this event? (1140)

- Complete Control ①      Some Control ②      No Control ③

4. Looking at all the real or anticipated effects of this event (responsibility, money, friends, family time, autonomy, etc.) provide an estimate how much you stand to gain:

- a. In your personal life . . . . . (1141)  
b. For your personal career goals . . . . . (1142)  
c. For your Navy career . . . . . (1143)  
d. For your family life . . . . . (1144)

	1	2	3	4	5
	Very Little To Gain		A Moderate Amount To Gain		A Great To Gain
a.	①	②	③	④	⑤
b.	①	②	③	④	⑤
c.	①	②	③	④	⑤
d.	①	②	③	④	⑤

5. Looking at all the real or anticipated effects of this event (responsibility, money, friends, family time, autonomy, etc.) provide an estimate of how much you stand to lose:

- a. In your personal life . . . . . (1145)  
 b. For your personal career goals. . . . . (1146)  
 c. For your Navy career . . . . . (1147)  
 d. For your family life . . . . . (1148)

1	2	3	4	5
Very Little To Lose		A Moderate Amount To Lose		A Great Deal To Lose
①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤

6. If you have recently completed a career event (the one marked on page 11, how easy or difficult was it for you to adjust to your job after the change? If you have not yet gone through the career event (on page 11), how easy or difficult do you anticipate it will be for you to adjust to your job after making the change?

(1151)

- ☐ Very difficult  
☐ Difficult  
☐ Uncertain  
☐ Easy  
☐ Very easy

7. If you have recently completed a career event, how easy or difficult was it for your family to adjust after the change? If you have not yet gone through the career event, how easy or difficult do you anticipate it will be for your family to adjust after making the change?

(1152)

- ☐ Very difficult  
☐ Difficult  
☐ Uncertain  
☐ Easy  
☐ Very easy  
☐ Not applicable

## H. CAREER ATTITUDES

1. How certain are you that you will continue your career as a Navy officer, at least until you are eligible for retirement?

(934)

- ☐ I am virtually certain that I will continue my career until I am eligible for retirement.  
☐ I am almost certain I will continue my career if possible.  
☐ I am confident that I will continue my career until I can retire.  
☐ I probably will continue until I am eligible for retirement.  
☐ I probably will not continue until I can retire.  
☐ I am confident that I will leave as soon as possible.  
☐ I am almost certain that I will leave as soon as possible.  
☐ I am virtually certain that I will not continue until I am eligible for retirement.

2. Taking everything into consideration, how likely is it that you will make a genuine effort to find a job outside the Navy within the next year?

(636)

- ☐ Very likely  
☐ Somewhat likely  
☐ Not at all likely

3. Knowing what you know now, if you had to decide all over again whether to be a naval officer, what would you decide?

(1011)

- ☐ Decide definitely not to join the Navy.  
☐ Have some second thoughts.  
☐ Decide without hesitation to join the Navy.

4. In general, how well would you say that your Navy career measures up to the sort of career you wanted when you joined active duty?

(1012)

- ☐ Not much like the career I wanted.  
☐ Somewhat like the career I wanted.  
☐ Very much like the career I wanted.

5. All in all, how satisfied would you say you are with your career?

(1013)

- |                         |                      |                       |                   |                        |
|-------------------------|----------------------|-----------------------|-------------------|------------------------|
| Not At All<br>Satisfied | Not Too<br>Satisfied | Somewhat<br>Satisfied | Very<br>Satisfied | Extremely<br>Satisfied |
| ①                       | ②                    | ③                     | ④                 | ⑤                      |

6. All in all, how satisfied would you say you are with your life these days?

(1010)

- |                         |                      |                       |                   |                        |
|-------------------------|----------------------|-----------------------|-------------------|------------------------|
| Not At All<br>Satisfied | Not Too<br>Satisfied | Somewhat<br>Satisfied | Very<br>Satisfied | Extremely<br>Satisfied |
| ①                       | ②                    | ③                     | ④                 | ⑤                      |

# I. CAREER DECISION MAKING

Listed below is a series of statements representing how individuals go about making important career decisions. Please indicate your level of agreement with each statement.

	<u>1</u> Strongly Disagree	<u>2</u> Disagree	<u>3</u> Not Sure	<u>4</u> Agree	<u>5</u> Strongly Agree
1. I plan my important career decisions carefully. . . . . (664)	①	②	③	④	⑤
2. My career decisions are based on facts, not opinions. . . . . (665)	①	②	③	④	⑤
3. I consider the positive and negative outcomes of any important career decision to be made. . . . . (666)	①	②	③	④	⑤
4. I have benefited from my past mistakes in that I make better decisions today about my career. . . . . (667)	①	②	③	④	⑤
5. When making career decisions, I analyze my past career decisions. (668)	①	②	③	④	⑤
6. I consider my options before making career decisions. . . . . (669)	①	②	③	④	⑤
7. I make important career decisions in a logical and systematic way. (670)	①	②	③	④	⑤
8. My career decision making requires careful thought. . . . . (671)	①	②	③	④	⑤
9. I double-check my information sources to be sure I have the right facts before making career decisions. . . . . (672)	①	②	③	④	⑤
10. Often I see each of my career decisions as stages in my progress toward a definite goal. . . . . (673)	①	②	③	④	⑤
11. I often make important career decisions without hesitation. . . . . (674)	①	②	③	④	⑤
12. When making career decisions, I rely upon my instincts. . . . . (675)	①	②	③	④	⑤
13. When I make career decisions, I tend to rely on my intuition. . . . . (676)	①	②	③	④	⑤
14. I rarely consider my options before making career decisions. . . . . (677)	①	②	③	④	⑤
15. I am often unable to give a rational reason for my decisions about my career. (678)	①	②	③	④	⑤
16. I generally make career decisions which feel right to me. . . . . (679)	①	②	③	④	⑤
17. My career decisions are often made spontaneously. . . . . (680)	①	②	③	④	⑤
18. When I make a career decision, it is more important to me to feel the decision is right than to have to have a rational reason for it. . . . . (681)	①	②	③	④	⑤
19. When I make a decision about my career, I trust my inner feelings and reactions. . . . . (682)	①	②	③	④	⑤
20. I don't really think about a career decision; it's in the back of my mind for awhile, then suddenly it will hit me and I know what I will do. . . . . (683)	①	②	③	④	⑤

	<u>1</u> Strongly Disagree	<u>2</u> Disagree	<u>3</u> Not Sure	<u>4</u> Agree	<u>5</u> Strongly Agree
21. When making a career decision, I consider the various options in terms of reaching a specific goal. . . . . (684)	①	②	③	④	⑤
22. I find it difficult to make important career decisions alone. . . . . (685)	①	②	③	④	⑤
23. I never postpone making important career decisions. . . . . (686)	①	②	③	④	⑤
24. I am concerned about the popularity of my career decisions. . . . . (687)	①	②	③	④	⑤
25. I often need the assistance of other people when making important decisions about my career. . . . . (688)	①	②	③	④	⑤
26. I rarely make important career decisions without consulting other people. . . . . (689)	①	②	③	④	⑤
27. If I have the support of others, it is easier for me to make important career decisions. . . . . (690)	①	②	③	④	⑤
28. I avoid making an important career decision until it must be done. . . . . (691)	①	②	③	④	⑤
29. I use the advice of other people in making my important career decisions. . . . . (692)	①	②	③	④	⑤
30. I am influenced by the opinions of friends when I am making important decisions about my career . . . . . (693)	①	②	③	④	⑤
31. I often make career decisions based on what other people think, rather than on what I would really like to do. . . . . (694)	①	②	③	④	⑤
32. I like to have someone to steer me in the right direction when I am faced with important career decisions. . . . . (695)	①	②	③	④	⑤
33. I would rather do just about anything than make an important decision about my career. . . . . (696)	①	②	③	④	⑤
34. I avoid making important career decisions until the pressure is on. . . . . (697)	①	②	③	④	⑤
35. I postpone career decision making whenever possible. . . . . (698)	①	②	③	④	⑤
36. I often procrastinate when it comes to making important decisions about my career. . . . . (699)	①	②	③	④	⑤
37. I generally make important career decisions at the last minute. . . . . (700)	①	②	③	④	⑤
38. I put off making many career decisions because thinking about them makes me uneasy. . . . . (701)	①	②	③	④	⑤

## J. PERFORMANCE

The following questions are designed to measure your perceptions of your effectiveness as a leader — in your current assignment in the Navy.

1. How effective are you in carrying out your duties in your present leadership role? (1181)

- ☐ Very effective
- ☐ Effective
- ☐ Holding my own
- ☐ Ineffective
- ☐ Very ineffective
- ☐ Don't know

2. How effective are you in carrying out your duties in your present managerial role? (1182)

- ☐ Very effective
- ☐ Effective
- ☐ Holding my own
- ☐ Ineffective
- ☐ Very ineffective
- ☐ Don't know

3. Overall, how much confidence do you have in your leadership abilities? (1183)

- ☐ A great deal
- ☐ Some
- ☐ Little
- ☐ None
- ☐ Don't know

4. Given your history of performance in the Navy, what is the high grade you think you can achieve? (1184)

- ☐ LT
- ☐ LCDR
- ☐ CDR
- ☐ CAPT
- ☐ RADM, Lower half
- ☐ RADM, Upper half
- ☐ VADM
- ☐ ADM

5. Please complete the following table by providing the indicated information from your most recent fitness report. Please circle your position the Evaluation and Summary rankings. The first line is filled in as an example. Since this is privileged information, you are not required complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

DATE Block (13)	Sea/Shore*	Evaluation and Summary (blocks 51 & 52)								Early Promotion		
						TYPICALLY EFFECTIVE		BOTTOM		(block 62) RECMD EARLY	(block 66) RANKING	(block 65) NUM RECM
		1%	5%	10%	30%	50%	50%	30% MARG UNSAT				
5/86	2	1	③		1			1	Field Circled	NO	of	
1187- 1188		1193- 1195	1196- 1198	1199- 1201	1202- 1204	1205- 1207	1208- 1210	1211 1213	1192	1214	1215- 1217	of 1218- 1220

\*1 = Sea    2 = Shore

6. To what degree do you think your performance was inaccurately portrayed on your most recent fitness report? (1185)

- ☐ Performance was considerably higher than reported
- ☐ Performance was somewhat higher than reported
- ☐ Performance was accurately reported
- ☐ Performance was somewhat lower than reported
- ☐ Performance was considerably lower than reported

**K. COMMENTS**

1. What more can the Navy do that may help officers like yourself expediently adjust to the career event you have most recently gone through, or are about to go through?

2. What personal skills could you develop that would help you to expediently adjust to the career event you have most recently gone through, or are about to go through?

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.

NOTE: Would you like to receive feedback on the general findings of this questionnaire?

☐ YES

☐ NO

If yes, please provide name, SSN, and address:

Name: \_\_\_\_\_

SSN: \_\_\_\_\_

Address: \_\_\_\_\_

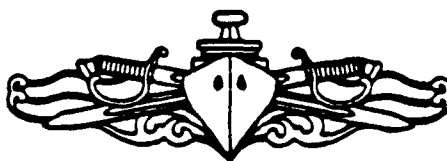
\_\_\_\_\_

\_\_\_\_\_



**APPENDIX W**  
**DESIGNATOR CHANGE QUESTIONNAIRE**

# DESIGNATOR CHANGE QUESTIONNAIRE



NAVY PERSONNEL  
RESEARCH and DEVELOPMENT CENTER  
San Diego, California 92152-6800



REPORT CONTROL SYMBOL

## PRIVACY ACT

Under the authority of 5 USC 301, information regarding your background, attitudes and experiences in the Navy is requested to provide input to a series of studies on officer career processes and retention. **THE INFORMATION PROVIDED BY YOU WILL NOT BECOME PART OF YOUR OFFICIAL RECORD, NOR WILL IT EFFECT YOU IN ANY WAY.** It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

Under the authority of 5 USC 301, information regarding your background, attitudes and experiences in the Navy is requested to provide input to a series of studies on officer career processes and retention. THE INFORMATION PROVIDED BY YOU WILL NOT BECOME PART OF YOUR OFFICIAL RECORD, NOR WILL IT EFFECT YOU IN ANY WAY. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

1. Social Security Number: \_\_\_\_\_  
         (11 - 19)

2. Current Designator: \_\_\_\_\_  
         (20 - 23)

3. Grade:     ☐ 0-1   ☐ 0-2   ☐ 0-3  
              ☒ (32) ☐ 0-4   ☐ 0-5   ☐ 0-6  
                        ☐ 0-7

4. Sex:         ☐ Male      ☐ Female  
              (33)

5. Family status:  
              (34)  
☐ Single                                 ☐ Married with children  
☐ Married, no children               ☐ Divorced with children  
☐ Other

6. Previous designator: \_\_\_\_\_  
         (24 - 27)

7. I changed to my current designator: (28-29) / (30-31)  
   month                                 year

8. Date questionnaire completed:  
         (49)  
         ☐ Mar 87                   ☐ May 87                   ☐ July 87  
         ☐ Apr 87                   ☐ Jun 87                   ☐ Aug 87

9. Year awarded warfare device (previous designator (previous designatur  
         (51 - 52)  
         ☐ 86                                 ☐ 76-77  
         ☐ 84-85                   ☐ 74-75  
         ☐ 82-83                   ☐ 72-73  
         ☐ 80-81                   ☐ Before 1972  
         ☐ 78-79                   ☐ N/A

- ( ) 86 ( ) 76-77  
( ) 84-85 ( ) 74-75  
( ) 82-83 ( ) 72-73  
( ) 80-81 ( ) Before 1972  
( ) 78-79 ( ) N/A

## B. INFORMATION USE

1. Regarding your decision to change designator, evaluate each of the following source of information according to how much you use them, how accurate, honest and available they were in providing career planning information and guidance as well as how much influence each source had in your decision. Respond using the scale below.

INFORMATION SOURCE	N/A	USE							INFLUENCE							ACCURACY							AVAILABILITY							HONESTY						
		1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
a. CO/SIC	( )	( )	(73)	( )	( )	( )	( )	( )	(149)	( )	( )	( )	( )	( )	( )	(92)	( )	( )	( )	( )	( )	( )	( )	(130)	( )	( )	( )	( )	(111)	( )	( )	( )	( )	( )	( )	
b. XO	( )	( )	(74)	( )	( )	( )	( )	( )	(150)	( )	( )	( )	( )	( )	( )	(93)	( )	( )	( )	( )	( )	( )	( )	(131)	( )	( )	( )	( )	(112)	( )	( )	( )	( )	( )	( )	
c. Department Head	( )	( )	(75)	( )	( )	( )	( )	( )	(151)	( )	( )	( )	( )	( )	( )	(94)	( )	( )	( )	( )	( )	( )	( )	(132)	( )	( )	( )	( )	(113)	( )	( )	( )	( )	( )	( )	
d. Other senior officers in my previous designator	( )	( )	(87)	( )	( )	( )	( )	( )	(163)	( )	( )	( )	( )	( )	( )	(106)	( )	( )	( )	( )	( )	( )	( )	(144)	( )	( )	( )	( )	(125)	( )	( )	( )	( )	( )	( )	
e. Peers in my previous designator	( )	( )	(88)	( )	( )	( )	( )	( )	(164)	( )	( )	( )	( )	( )	( )	(107)	( )	( )	( )	( )	( )	( )	( )	(145)	( )	( )	( )	( )	(126)	( )	( )	( )	( )	( )	( )	
f. Senior officers from my current designator	( )	( )	(89)	( )	( )	( )	( )	( )	(165)	( )	( )	( )	( )	( )	( )	(108)	( )	( )	( )	( )	( )	( )	( )	(146)	( )	( )	( )	( )	(127)	( )	( )	( )	( )	( )	( )	
g. Peers from current designator	( )	( )	(90)	( )	( )	( )	( )	( )	(166)	( )	( )	( )	( )	( )	( )	(109)	( )	( )	( )	( )	( )	( )	( )	(147)	( )	( )	( )	( )	(128)	( )	( )	( )	( )	( )	( )	
h. Detailers	( )	( )	(79)	( )	( )	( )	( )	( )	(155)	( )	( )	( )	( )	( )	( )	(98)	( )	( )	( )	( )	( )	( )	( )	(136)	( )	( )	( )	( )	(117)	( )	( )	( )	( )	( )	( )	
i. "Perspective"	( )	( )	(80)	( )	( )	( )	( )	( )	(156)	( )	( )	( )	( )	( )	( )	(99)	( )	( )	( )	( )	( )	( )	( )	(137)	( )	( )	( )	( )	(118)	( )	( )	( )	( )	( )	( )	
j. Navy Times	( )	( )	(84)	( )	( )	( )	( )	( )	(160)	( )	( )	( )	( )	( )	( )	(103)	( )	( )	( )	( )	( )	( )	( )	(141)	( )	( )	( )	( )	(122)	( )	( )	( )	( )	( )	( )	
k. Public media	( )	( )	(85)	( )	( )	( )	( )	( )	(161)	( )	( )	( )	( )	( )	( )	(104)	( )	( )	( )	( )	( )	( )	( )	(142)	( )	( )	( )	( )	(123)	( )	( )	( )	( )	( )	( )	
l. Publications put out by my current community	( )	( )	(86)	( )	( )	( )	( )	( )	(162)	( )	( )	( )	( )	( )	( )	(105)	( )	( )	( )	( )	( )	( )	( )	(143)	( )	( )	( )	( )	(124)	( )	( )	( )	( )	( )	( )	
m. "Officer Billet Summary"	( )	( )	(83)	( )	( )	( )	( )	( )	(159)	( )	( )	( )	( )	( )	( )	(102)	( )	( )	( )	( )	( )	( )	( )	(140)	( )	( )	( )	( )	(121)	( )	( )	( )	( )	( )	( )	
n. "URL Officer Career Planning Handbook"	( )	( )	(81)	( )	( )	( )	( )	( )	(157)	( )	( )	( )	( )	( )	( )	(100)	( )	( )	( )	( )	( )	( )	( )	(138)	( )	( )	( )	( )	(119)	( )	( )	( )	( )	( )	( )	
o. OPNAV instructions regarding changing designator	( )	( )	(91)	( )	( )	( )	( )	( )	(167)	( )	( )	( )	( )	( )	( )	(110)	( )	( )	( )	( )	( )	( )	( )	(148)	( )	( )	( )	( )	(129)	( )	( )	( )	( )	( )	( )	
p. "Commanding Officer's Addendum"	( )	( )	(82)	( )	( )	( )	( )	( )	(158)	( )	( )	( )	( )	( )	( )	(101)	( )	( )	( )	( )	( )	( )	( )	(139)	( )	( )	( )	( )	(120)	( )	( )	( )	( )	( )	( )	

# C. DECISION PROCESS

1. The more I think about it, the more I feel I made a bad move changing my designator:

(475)

Strongly Disagree      Neutral      Strongly Agree

( ) ( ) ( ) ( ) ( ) ( )

2. I should have spent more time thinking about changing my designator:

(476)

Strongly Disagree      Neutral      Strongly Agree

( ) ( ) ( ) ( ) ( ) ( )

3. Please indicate the importance of each of the following to your decision to change designator. (Please use the following scale.)

Not Important		Somewhat Important		Extremely Important		N/A
1	2	3	4	5	6	

1 2 3 4 5 6

a. More shore duty	( )	( )	(440)	( )	( )
b. Prepare for career outside of the Navy	( )	( )	(441)	( )	( )
c. Greater geographical stability	( )	( )	(442)	( )	( )
d. Greater opportunity for promotion	( )	( )	(443)	( )	( )
e. To utilize technical education	( )	( )	(444)	( )	( )
f. More time with family	( )	( )	(445)	( )	( )
g. More interesting and challenging work	( )	( )	(446)	( )	( )
h. Develop greater technical skill	( )	( )	(447)	( )	( )
i. Failure to progress in previous community	( )	( )	(448)	( )	( )
j. Physically unable to continue in previous community	( )	( )	(449)	( )	( )
k. Clearer career path	( )	( )	(450)	( )	( )
l. Minimal work stress	( )	( )	(451)	( )	( )
m. Chance for spouse to develop own interests	( )	( )	(452)	( )	( )
n. Recognition for technical accomplishments	( )	( )	(453)	( )	( )
o. Greater freedom from hassle	( )	( )	(454)	( )	( )
p. Enjoy being a specialist	( )	( )	(455)	( )	( )
r. Amount of crisis management	( )	( )	(456)	( )	( )
s. Technical control of work	( )	( )	(457)	( )	( )
t. Chance to solve technical problems	( )	( )	(458)	( )	( )

4. What events led you to first think about changing designators?

Yes No N/A

a. Saw notice by current community for application	(459)	( )	( )
b. CO/ISIC suggested it	(460)	( )	( )
c. Other senior officer in my previous community suggested it	(461)	( )	( )
d. Detailer suggested it	(462)	( )	( )
e. Sought out by new community	(463)	( )	( )
f. Assignments in area	(464)	( )	( )
g. Family problems	(465)	( )	( )
h. One of my peers changed	(466)	( )	( )

i. Other (please explain):

5. Indicate the year you first started thinking about changing designator: 19\_\_\_\_\_  
(467 - 468)

6. Approximately how many months did it take you to decide to change your designator: \_\_\_\_\_  
(469 - 470)

7. Which of the following did you do specifically to prepare to change designator?

Yes No

a. Obtain a master's degree	( )	( )	(4)
b. Obtain a subspecialty	( )	( )	(4)
c. Post-graduate education	( )	( )	(4)
d. Seek specific assignment	( )	( )	(4)

## D. PRESENT ASSIGNMENT

1. How long have you been in your present assignment?

(180)

- ( ) Less than 1 month ago
- ( ) 1 month, but less than 3 months ago
- ( ) 3 months, but less than six months ago
- ( ) 6 months, but less than 9 months ago
- ( ) 9 months, but less than 1 year ago
- ( ) 1 year or more ago

3. My PRD is:

(179)

- ( ) Less than 1 month from now
- ( ) 1 month, but less than 3 months from now
- ( ) 3 months, but less than 6 months from now
- ( ) 6 months, but less than 9 months from now
- ( ) 9 months, but less than 1 year from now
- ( ) 1 year or more from now
- ( ) Don't know

2. What is your evaluation of the following aspects of your present job and related duties? Mark one response for each item.

4. Overall, how do you evaluate this tour in terms of:

	Very Negative		Neutral			Very Positive	
	1	2	3	4	5	6	7
a. Challenge	( )	( )	(182)	( )	( )	( )	( )
b. Separation from family/friends	( )	( )	(183)	( )	( )	( )	( )
c. Use of skills & abilities	( )	( )	(184)	( )	( )	( )	( )
d. Working environment	( )	( )	(185)	( )	( )	( )	( )
e. Hours of work required	( )	( )	(186)	( )	( )	( )	( )
f. Work pressure	( )	( )	(187)	( )	( )	( )	( )
g. Interesting duties	( )	( )	(188)	( )	( )	( )	( )
h. Ability to plan and schedule activities	( )	( )	(189)	( )	( )	( )	( )
i. Adventure	( )	( )	(190)	( )	( )	( )	( )
j. Sense of accomplishment	( )	( )	(191)	( )	( )	( )	( )
k. Opportunity to grow professionally	( )	( )	(192)	( )	( )	( )	( )
l. Doing something important	( )	( )	(193)	( )	( )	( )	( )

	Highly Unfavorable		Neutral			Highly Favorable	
	( )	( )	( )	( )	( )	( )	( )
a. Command	( )	( )	(194)	( )	( )	( )	( )
b. Type duties	( )	( )	(195)	( )	( )	( )	( )
c. Relationship with CO	( )	( )	(199)	( )	( )	( )	( )
d. Superiors	( )	( )	(196)	( )	( )	( )	( )
e. Immediate subordinates	( )	( )	(197)	( )	( )	( )	( )
f. Peers	( )	( )	(198)	( )	( )	( )	( )

## E. ASSIGNMENT PROCESS

1. When I completed my most recent preference card I:

(254)

- ( ) Put down choices I personally wanted, regardless of how they might affect my Navy career.
- ( ) Put down primarily what I wanted, but tempered them a little with what I thought might help my Navy career.
- ( ) Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are alike.
- ( ) Put down choices which I thought would help my Navy career, but tempered with my personal desires.
- ( ) Put down choices which I thought would help my Navy career even though they weren't personally desirable.
- ( ) Did not complete one.

3. When you are (or should be) completing your preference card, do you have a good idea of available billets for which you would be fully competitive? (333)

Definitely Do Not      Somewhat      Definitely Do

( ) ( ) ( ) ( ) ( ) ( ) ( )

2. Assess the acceptability of your current assignment in comparison with what was expressed on your preference card:

	Very Poor		Neutral			Very Good		N/A
	1	2	3	4	5	6	7	8
a. Location	( )	( )	(255)	( )	( )	( )	( )	( )
b. Type Billet	( )	( )	(256)	( )	( )	( )	( )	( )
c. Type Activity	( )	( )	(257)	( )	( )	( )	( )	( )

4. Which one of the following statements best describes your experience in obtaining your current assignment? (277)

- ( ) Haven't been through reassignment in current designator.
- ( ) Tended to run smoothly-my detailer located an acceptable billet relatively quickly.
- ( ) Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way.
- ( ) Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
- ( ) Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received.
- ( ) Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system.

5. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to items a through h).

1. Systematically throughout my tour
2. More than 14 months before my PRD
3. 11 to 14 months before my PRD
4. 7 to 10 months before my PRD
5. 3 to 6 months of my PRD
6. Within 3 months of my PRD
7. I didn't do this
8. Not applicable

1 2 3 4 5 6 7 8

- a. Contacting your detailer
- b. Specifically seeking the advice of a senior officer
- c. Specifically seeking the advice of a peer
- d. Discussing possible assignments with my spouse/family
- e. Considering choices of location
- f. Considering choices of types of billets
- g. Considering choices of types of duty
- h. Contacting a placement officer

( ) ( ) (261) ( ) ( ) ( )  
 ( ) ( ) (262) ( ) ( ) ( )  
 ( ) ( ) (263) ( ) ( ) ( )  
 ( ) ( ) (264) ( ) ( ) ( )  
 ( ) ( ) (265) ( ) ( ) ( )  
 ( ) ( ) (266) ( ) ( ) ( )  
 ( ) ( ) (267) ( ) ( ) ( )  
 ( ) ( ) (268) ( ) ( ) ( )

6. If you have formed an opinion of your current detailer, evaluate your detailer in the following areas. If not, please evaluate your former detailer.

Very Negative 1 2 3 4 5 6 7 8 Very Positive N/A

- a. Knowledge of current policy trends
- b. Knowledge of which billets are available
- c. Knowledge of requirements and duties of available billets
- d. Knowledge of my career development needs
- e. Knowledge of my personal desires
- f. Returns telephone calls
- g. Shares information
- h. Knowledgeable of previous communications
- i. What (s)he says can be trusted
- j. Looks out for my best interests
- k. Listens to my problems, desires, needs, etc.
- l. Provides useful career counseling
- m. Responds to correspondence
- n. Availability
- o. Provides useful career counseling

( ) ( ) ( ) (283) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (284) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (285) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (286) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (287) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (288) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (289) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (290) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (291) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (292) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (293) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (294) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (295) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (296) ( ) ( ) ( ) ( )  
 ( ) ( ) ( ) (297) ( ) ( ) ( ) ( )

o. Provides useful career counseling

7. Which detailer did you evaluate? (299)

( ) Current detailer ( ) Former detailer

8. If you evaluated your former detailer, was (s)he from your current or previous community? (300)

( ) Current community ( ) Former detailer

9. I cannot depend on the detailing system to find a job I want. (307)

Strongly Disagree Neutral Strongly Agree

( ) ( ) ( ) ( ) ( ) ( )

10. Please indicate your degree of agreement with each of the following statements regarding the detailer who assigned you to your current command.

Strongly Disagree 1 2 3 4 5 6 7 Strongly Agree

- a. I was favorably impressed with the way my detailer handled our interactions
- b. My detailer tended to have a closed mind, and thus I could not influence him/her
- c. My detailer made a sincere effort to meet my needs or to explain why (s)he couldn't
- d. The detailer located for me the best billet (s)he could, given the circumstances

( ) ( ) ( ) ( ) ( ) ( ) ( )  
 (308)  
 ( ) ( ) ( ) ( ) ( ) ( ) ( )  
 (309)  
 ( ) ( ) ( ) ( ) ( ) ( ) ( )  
 (310)  
 ( ) ( ) ( ) ( ) ( ) ( ) ( )  
 (311)

# F. CAREER A. MARITAL STATUS

Married officers are to complete Part A. Married and single officers are to complete Part B.

## PART A. MARRIED OFFICERS

Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.

Strongly Disagree 1 2 3 4 5 6 7 8 Strongly Agree N/A

1. My spouse's career limits considerably the options available in my career decisions

( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (860)

2. At the present time, my career is more important to me than my spouse's career

( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (861)

3. Family separation, because of working hours, is a problem

( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (867)

4. I feel that my detainer will make an honest effort to co-locate my spouse and me

( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (862)

5. I have to cut back on my career involvement in order to meet the needs of my spouse/family

( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (863)

6. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages

( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (864)

7. Better support services (e.g. spouse employment information about a new community, and/or help in planning and coping with transfer) should be provided for transferring couples

( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (865)

8. How is your spouse primarily employed? (Choose best response) (875 - 876)

- ( ) Full-time homemaker
- ( ) Secretary/clerical
- ( ) Professional
- ( ) Engineer
- ( ) Business/finance
- ( ) Navy officer
- ( ) Navy enlisted

9. How involved was your spouse in your decision to change designator? (880)

I deferred to spouse Equal Input I decided alone N/A

( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )

10. How involved is your spouse when you are making career decisions such as staying in the Navy, choosing a second career, retiring, etc? (882)

I defer to spouse Equal Input I decide alone N/A

( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )

11. How do you think your spouse feels toward your Navy career? (883)

( ) Completely opposed ( ) Moderately supportive  
( ) Moderately opposed ( ) Completely supportive  
( ) Neutral

12. Rate the items below with regard to the extent of their impact on your most recent PCS move.

	To no Extent				To some Extent				To a Great Extent	
	1	2	3	4	5	6	7	8	9	10
a. My spouse's employment	( )	( )	(884)	( )	( )	( )	( )	( )	( )	( )
b. Disruptions in children's schooling	( )	( )	(885)	( )	( )	( )	( )	( )	( )	( )
c. My out-of-pocket expenses	( )	( )	(886)	( )	( )	( )	( )	( )	( )	( )
d. Disruptions in social relations	( )	( )	(887)	( )	( )	( )	( )	( )	( )	( )
e. The moving process itself	( )	( )	(888)	( )	( )	( )	( )	( )	( )	( )
f. My unavailability to help the family (on route training for example)	( )	( )	(889)	( )	( )	( )	( )	( )	( )	( )
g. Obsolete child care	( )	( )	(890)	( )	( )	( )	( )	( )	( )	( )



## Part B. MARRIED AND SINGLE OFFICERS

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

	Strongly Disagree		Neutral			Strongly Agree	
	1	2	3	4	5	6	7
1. Single officers work the same number of hours as married personnel	( )	( )	( )	( )	( )	( )	( )
	(891)						
2. Single officers are unable to obtain assignments to a desired geographical location, because many available billets have been filled in support of spouse co-location	( )	( )	( )	( )	( )	( )	( )
	(892)						
3. Marital status should be taken into consideration in the assignment process	( )	( )	( )	( )	( )	( )	( )
	(893)						
4. I believe there is a disparity in the entitlements/allowances between married and single personnel	( )	( )	( )	( )	( )	( )	( )
	(894)						
5. There is too much concern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment	( )	( )	( )	( )	( )	( )	( )
	(895)						
6. The Navy treats its single personnel as fairly as it does its married personnel	( )	( )	( )	( )	( )	( )	( )
	(896)						

## G. CAREER MANAGEMENT

1. How important are each of the following in determining whether you will remain on active duty after you become eligible to retire after 20 years?

	Not Important		Somewhat Important		Extremely Important		N/A
	1	2	3	4	5	6	
a. Opportunity for flag rank	( )	( )	(609)	( )	( )	( )	
b. Opportunity for major command	( )	( )	(610)	( )	( )	( )	
c. Desire to retire as O-6	( )	( )	(611)	( )	( )	( )	
d. Opportunity for rewarding assignments	( )	( )	(612)	( )	( )	( )	
e. Enjoyment of naval service	( )	( )	(613)	( )	( )	( )	
f. Opportunities for civilian employment	( )	( )	(614)	( )	( )	( )	
g. Financial benefits	( )	( )	(615)	( )	( )	( )	
h. Opportunity to develop as specialist	( )	( )	(616)	( )	( )	( )	
i. Command duties	( )	( )	(594)	( )	( )	( )	
j. Family separation	( )	( )	(595)	( )	( )	( )	
k. Spouse's attitude toward Navy	( )	( )	(617)	( )	( )	( )	
l. Retirement benefits	( )	( )	(596)	( )	( )	( )	
m. Geographical stability	( )	( )	(597)	( )	( )	( )	
n. Basic salary	( )	( )	(598)	( )	( )	( )	
o. Esprit de corps	( )	( )	(599)	( )	( )	( )	
p. Recognition for accomplishments	( )	( )	(600)	( )	( )	( )	
q. Status of my community in the Navy	( )	( )	(608)	( )	( )	( )	

2. Looking at your career, for approximately how many years from now do you have a relatively clear idea of what your path (billets, promotions, etc.) will be? \_\_\_\_\_ years. (641 - 642)



# H. CAREER ATTITUDES

23. On the scale below, check the statement which most applies to you.

(702)

- ☐ I am a specialist
- ☐ I am primarily a specialist and secondarily a Navy officer
- ☐ I am an equal balance of both
- ☐ I am primarily a Navy officer and secondarily a specialist
- ☐ I am a Navy officer
- ☐ Other

Strongly Disagree      Neutral      Strongly Agree

1   2   3   4   5   6   7

1. The more I think about it the more I feel I made a bad move in entering my career.

2. I am very satisfied with my occupation

3. I talk up the Navy to my friends as a great organization to work for

4. I am fortunate to be located where I am

5. I thoroughly enjoy my career

6. I thoroughly enjoy my field of work

7. I am proud to tell others that I am part of the Navy

8. I thoroughly enjoy my location

9. I take great pride in my career

10. I would feel happier with a different occupation

11. I am extremely glad that I chose the Navy to work for over the other organizations I was considering at the time I joined

12. I am very satisfied with my present location

13. I feel very good about my career

14. I definitely feel that I am in the right field of work

15. For me, this is the best of all possible organizations for which to work

16. I would be more satisfied in a different location

17. I definitely feel that I am in the wrong career

18. I am very sorry I chose my occupation

19. I take a positive attitude towards myself

20. I have a definite plan for my career

21. I have a strategy for achieving my career goals

22. Compared to other areas of my life, my chosen career area is not very important to me

24. Career Intention: The following item concerns the latency of your desire to continue your career as a Navy officer at least until you are eligible for retirement (20 years). Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Pick response which most closely represents your current level of commitment.

(934)

How certain are you that you will continue an active Navy career, at least until you are eligible for retirement?

☐ 99.9-100%

I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement

☐ 90.0-99.8%

I am almost certain I will continue my Navy career if possible

☐ 75.0-89.9%

I am confident that I will continue my Navy career until I can retire

☐ 50.0-74.9%

I probably will remain in the Navy until I can retire

☐ 25.0-49.9%

I probably will not continue in the Navy until I am eligible for retirement

☐ 10.0-24.9%

I am confident that I will not continue my Navy career until I can retire

☐ 0.2-9.9%

I am almost certain that I will leave the Navy as soon as possible

☐ 0.0-0.1%

I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement

# I. MATERIEL PROFESSIONAL

Complete only if you are a member of the MP community

1. Your current assignment is in the area of:  
(1163)

- ☐ Acquisition
- ☐ Logistics
- ☐ Planning and Policy
- ☐ Fleet Support
- ☐ Test and Evaluation
- ☐ Research and Development

2. What is your present billet classified as?  
(1164)

- ☐ It is an MP billet
- ☐ Don't know if it is an MP billet or not
- ☐ It is not an MP billet

3. How long have you been in your present assignment  
(1165)

- ☐ On way to new assignment
- ☐ 2 months or less
- ☐ 3-4 months
- ☐ 5-6 months
- ☐ 7-8 months
- ☐ 9-10 months
- ☐ 11-12 months
- ☐ More than a year

4. My next assignment is:  
(1166)

- ☐ An MP billet
- ☐ Not an MP billet
- ☐ Don't know

6. How did you become an MP?  
(1178)

- ☐ I applied and was accepted by the board
- ☐ Even though I didn't apply I was selected
- ☐ Other (please explain) \_\_\_\_\_

7. Compared to other careers in the Navy, how do you evaluate the MP career path?

(1179)

- | Very Poor                | Average                  | Very Good                | N/A                      |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

8. How many MP assignments have you had?  
(1180)

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6 or more

5. Please indicate your level of agreement with each of the following items.

	Strongly Disagree	Not Sure	Strongly Agree	N/A		
	1	2	3	4	5	6
5. Please indicate your level of agreement with each of the following items.						
a. My undergraduate education is directly applicable to my present work	( )	( )	(1167)	( )	( )	( )
b. My graduate education is directly applicable to my present work	( )	( )	(1168)	( )	( )	( )
c. It was my management experience as a warfare officer or (G)URL, rather than my MP experience, that is essential to my present assignment	( )	( )	(1169)	( )	( )	( )
d. I have been able to apply my specific warfare knowledge in my present position	( )	( )	(1170)	( )	( )	( )
e. It is primarily my experience as an MP or related billets experience that is essential to effective MP performance	( )	( )	(1171)	( )	( )	( )
f. To be most effective, officers should be rotated between MP and non-MP billets	( )	( )	(1172)	( )	( )	( )
g. A technical background (i.e. engineering or science) is essential to being an effective MP officer	( )	( )	(1173)	( )	( )	( )
h. Mastery of technical language is more important than mastery of current technical concepts	( )	( )	(1174)	( )	( )	( )
i. An officer should have a subspecialty before becoming an MP	( )	( )	(1175)	( )	( )	( )
j. I would recommend the MP career path to other officers	( )	( )	(1176)	( )	( )	( )
k. CDR command is essential to performing effectively as an MP	( )	( )	(1177)	( )	( )	( )

## J. COMMENTS

If you would like to comment on any aspect of your Navy career as it affected your decision to change designator, please use this space. NOTE: Written comments may be used to support statistical summaries of data, but your comments will be used only if your anonymity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

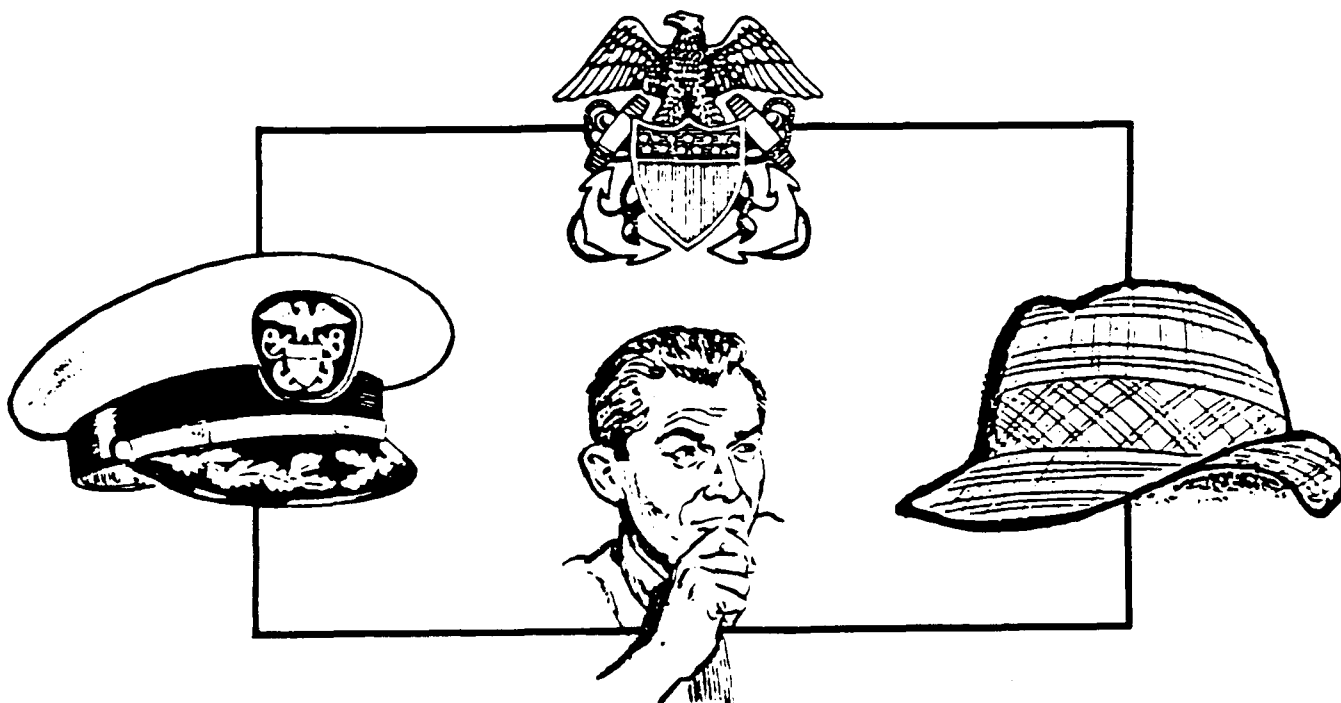
THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE

Rank:    ☐ 0-1    ☐ 0-5  
          ☐ 0-2    ☐ 0-6  
          ☐ 0-3    ☐ 0-7  
          ☐ 0-4

Sex:      ☐ Male  
          ☐ Female

**APPENDIX X**  
**RETIREMENT FROM NAVY LIFE QUESTIONNAIRE**

# **RETIREMENT** From **NAVY LIFE**



**NAVY PERSONNEL  
RESEARCH and DEVELOPMENT CENTER**

**San Diego, California 95152-6800**



REPORT CONTROL SYMBOL  
1301-01 (OT)

## PRIVACY ACT

Under the authority of 5 USC 301, information regarding your experiences in the Navy, and your post-Navy experiences, is requested to provide input to a series of studies on officer career processes and retirement. THE INFORMATION PROVIDED BY YOU WILL NOT BECOME PART OF YOUR OFFICIAL RECORD, NOR WILL IT AFFECT YOU IN ANY WAY. It will be used by the Navy Personnel Research and Development Center for statistical purposes only (i.e., it will be combined with the responses of other officers to make recommendations to the Navy). You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgment of these Privacy Act provisions.

### A. BACKGROUND

- |  |   |
|--|---|
| 1. Social Security Number<br>____-____-____ (11 - 19)  | 7. Are there children or other dependents that you are partially or totally responsible for financially ____ (878) (yes/no)?  |
| 2. Sex: M ____ F ____ (33)   | 8. How many times have you re-located since you retired from the Navy ____? (662 - 663)   |
| 3. Grade at retirement: O-____ (32)  | 9. If applicable, place a check mark next to <u>your</u> income: (657)  |
| 4. Marital status (34)<br>____ Married<br>____ Single or widowed<br>____ Separated or divorced   | ____ Not applicable<br>____ Less than \$20,000<br>____ \$20,001 - \$27,500<br>____ \$27,501 - \$35,000<br>____ \$35,001 - \$42,500<br>____ \$42,501 - \$50,000<br>____ \$50,001 - \$57,500<br>____ \$57,501 - \$65,000<br>____ More than \$65,000 |
| 5. If you are married, is your wife employed ____ (yes/no) (874)   |   |
| 6. Do you have any children that live at home with you at least part of the time (36) (yes/or)? How many (35)? What are their ages ____ (37 - 48)? |   |

INDIVIDUALS WHO ARE NOT EMPLOYED (FULLTIME OR PARTTIME) SHOULD ANSWER QUESTIONS 1 AND 2 IN THE NEXT SECTION AND PROCEED TO SECTION C. INDIVIDUALS WHO ARE EMPLOYED SHOULD PROCEED TO SECTION B AND COMPLETE THE REST OF THE QUESTIONNAIRE.



## B. JOB SITUATION AND HISTORY

1. Are you currently: ☐ Working fulltime, ☐ Working parttime,  
(72) ☐ Retired, ☐ Looking for fulltime work,  
☐ Looking for parttime work
2. Regardless of your work status, would you please list any types of courses (e.g., MBA), formal degrees, retraining experiences, or jobs you have had/obtained since your retirement from the Navy. Include the starting and finishing dates for these items:

	<u>Items</u>	<u>Dates</u>
a.		
b.		
c.		
d.		
e.		
f.		
g.		
h.		
i.		
j.		
k.		
l.		

3. Please use the following scale to answer "a" and "b". Record your numerical response in the blank provided.

Not At All	Somewhat	Moderately	Very Much	Extremely	Had No Subspecialty
1	2	3	4	5	6

If you obtained a subspecialty(ies) in the Navy, did it (they) help you

(354)a. Find a job, (355)b. Perform on this job.

- (655) 4. To what extent were you able to take your Navy experiences, education, and training and immediately use them in your civilian job(s)? That is, to what extent was there some continuity (or was it like starting your career over again)?

Like Starting a New Career	A Little Continuity	Some Continuity	Moderate Continuity	A Lot of Continuity
1	2	3	4	5

5. If you are currently employed, what is your job title and what are your primary responsibilities?

6. Rate the following items according to how you feel about your current work situation? Record an "8" if an item is not applicable to you.

Strongly Disagree	Neutral			Strongly Agree		
1	2	3	4	5	6	7

- (935) a. The more I think about it the more I feel I made a bad move entering my career.
- (936) b. I am very satisfied with my occupation.
- (937) c. I talk up my organization to my friends as a great organization to work for.
- (938) d. I am fortunate to be located where I am.
- (939) e. I thoroughly enjoy my career.
- (940) f. I thoroughly enjoy my field of work.
- (941) g. I am proud to tell others that I am part of my organization.
- (942) h. I thoroughly enjoy my location.
- (943) i. I take great pride in my career.
- (944) j. I would feel happier with a different occupation.
- (945) k. I am extremely glad that I chose to work for this organization.
- (946) l. I am satisfied with my present location.
- (947) m. I feel very good about my career.
- (948) n. I definitely feel that I am in the right field of work.
- (950) o. I would be more satisfied in a different location.
- (956) p. On the whole, I am satisfied with myself.
- (951) q. I definitely feel that I am in the wrong career.
- (952) r. I am very sorry I chose my occupation.
- (953) s. I take a positive attitude toward myself.
- (949) t. For me this is the best of all possible organizations for which to work.

7. What are your reactions to your current work situation, and what were your reactions to your last Navy assignment? Various aspects of work are present below such as job characteristics. Respond using the following scale:

Extremely Favorable		Neutral		Extremely Unfavorable		Not Applicable	
1	2	3	4	5	6	7	8

Job Situation

Navy    Current

- (201)    (205)    a. Job Characteristics (variety, importance, pressure, interpersonal relationships, clarity of demands, feedback on performance, autonomy, etc.)
- (202)    (206)    b. Supervisor characteristics (supportive, facilitates work, plans and coordinates activities, trustworthy, relies on performance and judgments of subordinates. etc.)
- (203)    (207)    c. Workgroup characteristics (workgroup is cooperative, effective, takes pride in work; has open communication, trust, and friendly relations among members, etc.)
- (204)    (208)    d. Organizational characteristics (openness of expression, personnel kept informed, interdepartmental cooperation, consistent application of organizational policies, opportunities for growth and advancement, etc.)

8. These items refer to how supportive your immediate supervisor and others are in your current job and in your last Navy assignment (inapplicable = 5).

Not at All		A Little		Moderately		Very Much	
1		2		3		4	

Supervisor

Others

Now    In Navy

Now    In Navy

- (1018)    (1043)    (1048)    (1053)    a. Go/went out of their way to make your work life easier for you.
- (1023)    (1044)    (1049)    (1054)    b. Is/was easy to talk to them about career issues/work.

- (1033) (1045) (1050) (1055) c. Are/were willing to listen to your personal problems  
 (1028) (1046) (1051) (1056) d. Are/were helpful  
 (1038) (1047) (1052) (1057) e. How important is/was it that these people support/supported you?

9. Compare your present job with your last Navy assignment in the following areas. For example, if the prestige of your current job is "much more" than was your last Navy assignment, put a "1" next to "Prestige" below.

Much More	Somewhat More	About the Same	Somewhat Less	Much Less
1	2	3	4	5

- (209) a. Prestige, (210) b. Level of skills and knowledge  
 (211) c. Authority over people, (212) d. Income level,  
 (213) e. Importance

10. Indicate whether your current job activities are the same or different from your last Navy assignment (circle the appropriate numerical response):

	The Same	Similar	Somewhat Different	Very Different	Nothing in Common
a. The actual work you perform (214)	1	2	3	4	5
b. Knowledge and skill you use on the job (215)	1	2	3	4	5

11. Most of us have in our minds an "ideal" career for ourselves.

(252) To what extent would you say this ideal existed in the Navy? (Use scale below.)

(251) To what extent does your present career fulfill your ideal? (Use scale below.)

- 1 = A very poor match with my ideal  
 2 = A poor match with my ideal  
 3 = A moderately good match  
 4 = A good match  
 5 = A very good match  
 6 = Uncertain/too early to tell

12. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus obtaining them in a civilian career.

Navy				Civilian		
Substantially Better	Much Better	Better	Comparable	Better	Much Better	Substantially Better
1	2	3	4	5	6	7
(373) a.	Interesting and challenging work		(383) k.	Desirable place to live		
(374) b.	Ability to plan work		(384) l.	Desirable co-workers		
(375) c.	Work hours		(385) m.	Recognition		
(376) d.	Minimal work stress		(386) n.	Responsibility		
(377) e.	Freedom from hassle		(387) o.	Chance for spouse to develop own interests (N/A = 8)		
(378) f.	Own initiative		(388) p.	Quality of superiors		
(379) g.	Pay and allowances		(389) q.	Retirement program		
(380) h.	Health benefits/care		(390) r.	Variety of assignments		
(381) i.	Job security		(391) s.	Educational opportunities		
(382) j.	Family stability (N/A = 8)		(392) t.	Promotional opportunities		
			(393) u.	Social relationships		
			(395) v.	Leadership opportunities		

13. PLEASE GO BACK TO QUESTION 12 AND CIRCLE THOSE 5 CHARACTERISTICS THAT ARE MOST IMPORTANT TO YOU AND CROSS OUT THOSE 5 CHARACTERISTICS THAT ARE LEAST IMPORTANT TO YOU.

(396) a.	Interesting and challenging work	(406) k.	Desirable place to live
(397) b.	Ability to plan work	(407) l.	Desirable co-workers
(398) c.	Work hours	(408) m.	Recognition
(399) d.	Minimal work stress	(409) n.	Responsibility
(400) e.	Freedom from hassle	(410) o.	Chance for spouse to develop own interests (N/A = 8)
(401) f.	Own initiative	(411) p.	Quality of superiors
(402) g.	Pay and allowances	(412) q.	Retirement program
(403) h.	Health benefits/care	(413) r.	Variety of assignments
(404) i.	Job security	(414) s.	Educational opportunities
(405) j.	Family stability (N/A = 8)	(415) t.	Promotional opportunities
		(416) u.	Social relationships
		(417) v.	Leadership opportunities

(1014) 3. Upon retiring from the Navy, what was your attitude toward civilian life?

- a. Very reluctant to go through the change
- b. Somewhat reluctant
- c. Indifferent
- d. Somewhat eager
- e. Very eager

(1162) 4. If your retirement from the Navy was voluntary, how quickly, from an administrative standpoint, did your request to retire proceed? (Put "8" if your retirement was mandatory.)

Extremely Quickly				Neither Quickly Nor Slowly				Extremely Slowly
----------------------	--	--	--	-------------------------------	--	--	--	---------------------

1	2	3	4	5	6	7
---	---	---	---	---	---	---

(1015) 5. In retrospect, how adequately do you feel that you prepared for your life after the Navy?

Extremely Well				So-So				Extremely Poorly
-------------------	--	--	--	-------	--	--	--	---------------------

1	2	3	4	5	6	7
---	---	---	---	---	---	---

\_\_\_ 6. Please use the following scale to answer the next two items.

Extremely Favorable				Mixed Feelings				Extremely Unfavorable
------------------------	--	--	--	-------------------	--	--	--	--------------------------

1	2	3	4	5	6	7
---	---	---	---	---	---	---

(1016) a. What was your attitude toward the Navy when you retired?

(1017) b. What is your attitude toward the Navy now?

INDIVIDUALS WHO HAVE NOT PURSUED, OR NOT HAD THE OPPORTUNITY TO PURSUE, A CIVILIAN JOB SINCE RETIRING FROM THE NAVY SHOULD SKIP TO SECTIONS E AND F. INDIVIDUALS WHO HAVE BEEN INVOLVED IN CIVILIAN JOB-HUNTING SHOULD COMPLETE THE REST OF THE QUESTIONNAIRE, STARTING WITH SECTION D.

#### D. JOB HUNTING AND CAREER TRANSITION

1. Listed below are a number of factors that can affect the career change process. Do you agree that these factors were (are) present as you decided (decide) which civilian career or job type to pursue? Use the following scale to respond.

Strongly Agree	Neutral			Strongly Disagree		
1	2	3	4	5	6	7

- (358) a. Free of worry about meeting financial obligations.  
 (359) b. Spouse and/or family supportive of career change plans (N/A = 8).  
 (360) c. Friends supportive of career change plans.  
 (361) d. Access to others making career changes.  
 (362) e. Confidence in my ability to make a successful career change.  
 (363) f. Confidence in my ability to make the "right" decisions.  
 (364) g. A willingness to take the risks necessary to change careers.  
 (365) h. Control of my life.  
 (366) i. A job market that accepts individuals who are middle age.  
 (367) j. Confidence in my ability to handle the stresses associated with a career change.  
 (368) k. Skills necessary for meeting civilian job requirements.  
 (369) l. Sufficient formal education for a career change.  
 (370) m. Physical health.  
 (371) n. No major personal problems.  
 (372) o. No major family problems.

2. To what extent have you used the following resources to plan or develop your civilian career?

Great Extent	Moderate Extent			Little or No Extent		
1	2	3	4	5	6	7

- (168) a. Interest/aptitude tests  
 (169) b. Books and publications on civilian careers  
 (170) c. Interviews/conversations with people in a particular field to learn more about that field  
 (171) d. Help from professional contacts, fellow workers, friends, and/or family to learn about job openings  
 (172) e. Want ads

- (173) f. Placement agencies  
 (174) g. Resumes  
 (175) h. Professional meetings  
 (176) i. Job interviews

3. If you have used some of the resources mentioned in Question 2, over what time period have you used them? (For example, "I started 8 months before I retired from the Navy, and I am still using these resources.")

## E. ADJUSTMENT

1. How difficult has it been to adjust to civilian life since you retired from the Navy?

Very Difficult	Moderately Difficult	Neutral	Moderately Enjoyable	Very Enjoyable
1	2	3	4	5

Answer for each point in time presented below (N/A = 8):

- (1155) a. 6 months after retiring from the Navy.  
 (1156) b. 1 year after retiring.  
 (1157) c. 1½ years after retiring.  
 (1158) d. 2 years after retiring.  
 (1159) e. 3 years after retiring.  
 (1160) f. 4 years after retiring.  
 (1161) g. 5 years after retiring.

2. How satisfied were you in the following areas during your last year in the Navy ("Navy sat"), and how satisfied are you now in these areas ("civilian sat")?

	Extremely Satisfied			Neutral		Extremely Dissatisfied			
	1	2	3	4	5	6	7		
	<u>AREA</u>							<u>Navy Sat</u>	<u>Civilian Sat</u>
a.	Certainty about the purpose and meaning of my life							(958)	(980)
b.	My physical health							(959)	(981)
c.	My relationship with my spouse (N/A = 8)							(979)	(879)
d.	My relationship with my child or children (N/A = 8)							(960)	(982)
e.	Personal relationships and friends							(961)	(983)
f.	My own worth as a person							(962)	(984)
g.	My feeling about how I conducted my life in the past							(963)	(985)
h.	The opportunity to make the world a better place for coming generations							(964)	(986)



Extremely Satisfied			Neutral		Extremely Dissatisfied											
1			2		3		4		5		6		7			
<u>AREA</u>															<u>Navy Sat</u>	<u>Civilian Sat</u>
i.	The time left to achieve my personal goals														(965)	(987)
j.	The fairness with which people treated me in the past														(966)	(988)
k.	My competence at work (N/A = 8)														(967)	(989)
l.	The validity of my personal values														(968)	(990)
m.	My physical vigor or stamina														(969)	(991)
n.	The extent to which my job matched/matches my (N/A = 8):															
	(i) Interests														(970)	(992)
	(ii) Values														(971)	(993)
	(iii) Personality														(972)	(994)
	(iv) Abilities														(973)	(995)
o.	My ability to control my life														(974)	(996)
p.	Effective use of my leisure time														(975)	(997)
q.	Ability to meet my financial obligations														(976)	(998)
r.	Ability to meet my medical and dental needs														(977)	(999)
s.	Standard of living														(978)	(1000)

3. Here are some words which we would like you to use to describe how you feel about your present life. For example, if you think your present life is extremely boring, put an X in the space right next to the word "boring". If you think it is extremely interesting, put an X in the space right next to the word "interesting". If you think it is somewhere in between, put an X where you think it belongs. PUT AN X IN ONE SPACE ON EVERY LINE.

	<i>Extremely</i>	<i>Quite</i>	<i>Somewhat</i>	<i>Both/ Neither</i>	<i>Somewhat</i>	<i>Quite</i>	<i>Extremely</i>	
	1	2	3	4	5	6	7	
(1001)BORING	_____	_____	_____	_____	_____	_____	_____	INTERESTING
(1002)ENJOYABLE	_____	_____	_____	_____	_____	_____	_____	MISERABLE
(1003)EASY	_____	_____	_____	_____	_____	_____	_____	HARD
(1004)USELESS	_____	_____	_____	_____	_____	_____	_____	WORTHWHILE

	<i>Extremely</i>	<i>Quite</i>	<i>Somewhat</i>	<i>Both Neither</i>	<i>Somewhat</i>	<i>Quite</i>	<i>Extremely</i>	
	1	2	3	4	5	6	7	
(1005) FRIENDLY	_____	_____	_____	_____	_____	_____	_____	LONELY
(1006) FULL	_____	_____	_____	_____	_____	_____	_____	EMPTY
(1007) DISCOURAGING	_____	_____	_____	_____	_____	_____	_____	HOPEFUL
(1008) TIED-DOWN	_____	_____	_____	_____	_____	_____	_____	FREE
(1009) DISAPPOINTING	_____	_____	_____	_____	_____	_____	_____	REWARDING

4. How satisfied are you with your life at the present time?

(1010)

Extremely  
Satisfied

Neutral

Extremely  
Dissatisfied

1 2 3 4 5 6 7

#### F. RETIREMENT SYSTEM

1. Please comment on the Navy's retirement system (it's strongpoints, weakpoints, ways it could be changed, recent improvements, erosion of benefits, etc.).

2. Would you like to receive a summary of the results of this survey?

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